

# microsoft-10-K-2024-07-30-Financial\_Report - EMPLOYEE STOCK AND SAVINGS PLAN

12 Months Ended

Jun. 30, 2024

employees and directors. Awards that expire or are canceled without delivery of shares generally become available for issuance under the plans. We issue new shares of Microsoft common stock to satisfy vesting of awards granted under the plans.

(In millions)

Year Ended June 30, 2024 2023 2022

Stock-based compensation expense \$ 10,734 \$ 9,611 \$ 7,502

Income tax benefits related to stock-based compensation 1,826 1,651 1,293

Under the Long-Term Incentive Plan, the Compensation Committee approves stock awards to executive officers and certain senior executives. RSUs generally vest ratably over a service period of four years. PSUs generally vest over a performance period of up to three years.

Year ended June 30, 2024 2023 2022

Dividends per share (quarterly amounts) \$ 0.68 – 0.75 \$ 0.62 – 0.68 \$ 0.56 – 0.62

Interest rates 3.8 % – 5.6 % 2.0 % – 5.4 % 0.03 % – 3.6 %

During fiscal year 2024, the following activity occurred under our stock plans:

Shares Weighted Average Grant-Date Fair Value

(In millions)

Stock Awards

Nonvested balance, beginning of year 96 \$ 250.37

Granted (a) 41 339.46

Vested ( 42 ) 246.71

Forfeited ( 7 ) 270.59

Nonvested balance, end of year 88 \$ 292.28

for fiscal years 2024, 2023, and 2022, respectively. The fair value of stock awards vested was \$ 16.0 billion, \$ 11.9 billion, and \$ 14.1 billion, for fiscal years 2024, 2023, and 2022, respectively. As of June 30, 2024, an aggregate of 1.1 billion shares were available for future awards under the plans.

(Shares in millions)

Year Ended June 30, 2024 2023 2022

Shares purchased 6 7 7

Average price per share \$ 339.46 \$ 245.59 \$ 259.55

under Section 401(k) of the Internal Revenue Code, and a number of savings plans in international locations. Eligible U.S. employees may contribute a portion of their salary into the savings plans, subject to certain limitations. We maintain a number of other employee benefit plans.