

PAY ADVICE FOR Microsoft (China) Co., Ltd.		Pay Period:	01.10.24-31.10.24	
Legal Name: 孙文奕				
MSFT Employee ID: 1430271		Pay Date:	31.10.2024	
EE Identification No.: 420606199303048512		Annual Base Salary:	287,740.00	
Cost Center: 10213712		Monthly Base Salary:	23,978.00	
		(All amounts are in CNY)		
PAYMENT BREAKDOWN		UNIT	NON-PAY (TAX CALCULATION ONLY)	
Basic Pay		23,978.00		
OT Allowance @ 3.0	1.00	3,307.32		
Morning shift allow	4.00	400.00		
Festival Allowance		200.00		
MS Meal Allowance		600.00		
Total Stock Pay		496.74		
		NON-STATUTORY DEDUCTIONS		
STATUTORY DEDUCTIONS		Employer	Employee	PAY SUMMARY
Public Housing Fund	3,212.00	3,212.00	Total Gross	28,982.06
Pension	4,282.95	2,141.47	Stat. Deduct	8,683.59
Medical	2,944.53		NET PAY	20,298.47
Unemployment	267.68		Taxable Gross Sal	28,485.32
Work Related Injury	68.53			
Tax from Salary		3,330.12		
BANK ACCOUNT		YEAR TO DATE		
孙文奕			Pre-tax Income	241,469.33
6217880800020048692			Taxable Income	191,469.33
中国银行上海分行江川路支行			Tax Withheld	15,882.87
		20,298.47	Tax Gross Salary	256,694.55
REFERENCE INFORMATION		Stock/ESPP Covered Period: 2024/08/01-2024/08/31		
Vested Stock Amount CNY	2,964.88	Actual Stock Tax CNY	88.95	
Withholding Stock USD	83.37	Withheld & Tax Diff CNY	496.74	
Stock Related Pay CNY	0.00	0/S Tax frm Last Pd CNY	0.00	
Total Stock Pay CNY	496.74	0/S Tax to Next Pd CNY	0.00	
Withheld & Tax Diff USD	0.00	Stock Related Pay USD	0.00	
ESPP Proceeds USD	0.00	ESPP Proceeds CNY	0.00	