

PAY ADVICE FOR Microsoft (China) Co., Ltd.				Pay Period: 01.02.25-28.02.25			
Legal Name: 孙文奕							
MSFT Employee ID: 1430271		Pay Date: 28.02.2025					
EE Identification No.: 420606199303048512		Annual Base Salary: 287,740.00					
Cost Center: 10213712		Monthly Base Salary: 23,978.00					
(All amounts are in CNY)							
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PAYMENT BREAKDOWN		UNIT		NON-PAY (TAX CALCULATION ONLY)			
Basic Pay		23,978.00					
OT Allowance @ 3.0		4.50 14,882.94					
Morning shift allow		4.00 400.00					
Festival Allowance		300.00					
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NON-STATUTORY DEDUCTIONS							
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STATUTORY DEDUCTIONS		Employer		Employee		PAY SUMMARY	
Public Housing Fund		3,212.00		3,212.00		Total Gross 39,560.94	
Pension		4,282.95		2,141.47		Stat. Deduct 6,735.93	
Medical		2,944.53				NET PAY 32,825.01	
Unemployment		267.68				Taxable Gross Sal 39,560.94	
Work Related Injury		102.79					
Tax from Salary				1,382.46			
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BANK ACCOUNT				YEAR TO DATE			
孙文奕				Pre-tax Income 53,232.00			
6217880800020048692				Taxable Income 43,232.00			
中国银行上海分行江川路支行				Tax Withheld 1,803.20			
				32,825.01 Tax Gross Salary 63,938.94			
				Annual Stock Inc 20,672.53			
				Annual Stock Tax 620.18			
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REFERENCE INFORMATION							
Vested Stock Amount CNY		0.00		Actual Stock Tax CNY		0.00	
Withholding Stock USD		0.00		Withheld & Tax Diff CNY		0.00	
Stock Related Pay CNY		0.00		O/S Tax frm Last Pd CNY		0.00	
Total Stock Pay CNY		0.00		O/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	