

PAY ADVICE FOR Microsoft (China) Co., Ltd.		Pay Period: 01.11.24-30.11.24	
Legal Name: 孙文奕			
MSFT Employee ID: 1430271		Pay Date: 29.11.2024	
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	
Basic Pay		23,978.00	
OT Allowance @ 1.5		1.00 1,653.66	
OT Allowance @ 3.0		3.00 9,921.96	
Morning shift allow		3.00 300.00	
MS Meal Allowance		600.00	
Total Stock Pay		1,525.95	
		NON-PAY (TAX CALCULATION ONLY)	
		NON-STATUTORY DEDUCTIONS	
STATUTORY DEDUCTIONS		Employer Employee	
Public Housing Fund		3,212.00 3,212.00	
Pension		4,282.95 2,141.47	
Medical		2,944.53	
Unemployment		267.68	
Work Related Injury		68.53	
Tax from Salary		5,220.03	
		PAY SUMMARY	
		Total Gross 37,979.57	
		Stat. Deduct 10,573.50	
		NET PAY 27,406.07	
		Taxable Gross Sal 36,453.62	
BANK ACCOUNT		YEAR TO DATE	
孙文奕		Pre-tax Income 272,569.48	
6217880800020048692		Taxable Income 217,569.48	
中国银行上海分行江川路支行		Tax Withheld 21,102.90	
		27,406.07 Tax Gross Salary 293,148.17	
REFERENCE INFORMATION		Stock/ESPP Covered Period: 2024/09/01-2024/09/30	
Vested Stock Amount CNY		8,769.20 Actual Stock Tax CNY 263.08	
Withholding Stock USD		250.28 Withheld & Tax Diff CNY 1,525.95	
Stock Related Pay CNY		0.00 O/S Tax frm Last Pd CNY 0.00	
Total Stock Pay CNY		1,525.95 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	