

PAY ADVICE FOR Microsoft (China) Co., Ltd.		Pay Period:	01.01.24-31.01.24	
Legal Name: 孙文奕				
MSFT Employee ID: 1430271		Pay Date:	31.01.2024	
EE Identification No.: 420606199303048512		Annual Base Salary:	258,000.00	
Cost Center: 10213712		Monthly Base Salary:	21,500.00 (All amounts are in CNY)	

PAYMENT BREAKDOWN	UNIT	NON-PAY (TAX CALCULATION ONLY)		
Basic Pay	21,500.00			
MS Meal Allowance	600.00			
Total Stock Pay	1,802.13			

		NON-STATUTORY DEDUCTIONS		

STATUTORY DEDUCTIONS	Employer	Employee	PAY SUMMARY	
Public Housing Fund	2,611.00	2,611.00	Total Gross	23,902.13
Pension	3,481.78	1,740.89	Stat. Deduct	4,734.33
Medical	2,393.72		NET PAY	19,167.80
Unemployment	217.62		Taxable Gross Sal	22,100.00
Work Related Injury	55.71			
Maternity	217.61			
Tax from Salary		382.44		

BANK ACCOUNT			YEAR TO DATE	
孙文奕			Pre-tax Income	17,748.11
6217880800020048692			Taxable Income	12,748.11
中国银行上海分行江川路支行			Tax Withheld	382.44
	19,167.80		Tax Gross Salary	22,100.00

REFERENCE INFORMATION	Stock/ESPP Covered Period: 2023/11/01-2023/11/30			
Vested Stock Amount CNY	10,518.33	Actual Stock Tax CNY	315.55	
Withholding Stock USD	296.59	Withheld & Tax Diff CNY	1,802.13	
Stock Related Pay CNY	0.00	O/S Tax frm Last Pd CNY	0.00	
Total Stock Pay CNY	1,802.13	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	
