

PAY ADVICE FOR Microsoft (China) Co., Ltd.		Pay Period: 01.11.23-30.11.23	
Legal Name: 孙文奕			
MSFT Employee ID: 1430271		Pay Date: 30.11.2023	
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	
Basic Pay		21,500.00	
OT Allowance @ 1.5		1.50 2,224.16	
OT Allowance @ 3.0		2.00 5,931.06	
On-call allowance		2.00 200.00	
MS Meal Allowance		600.00	
		NON-PAY (TAX CALCULATION ONLY)	
		NON-STATUTORY DEDUCTIONS	
STATUTORY DEDUCTIONS		Employer Employee	
Public Housing Fund		2,611.00 2,611.00	
Pension		3,481.78 1,740.89	
Medical		2,393.72	
Unemployment		217.62	
Work Related Injury		55.71	
Maternity		217.61	
Tax from Salary		4,220.67	
BANK ACCOUNT		YEAR TO DATE	
孙文奕		Pre-tax Income 259,445.15	
6217880800020048692		Taxable Income 204,445.15	
中国银行上海分行江川路支行		Tax Withheld 20,161.03	
		21,882.66 Tax Gross Salary 284,604.60	
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	