

PAY ADVICE FOR Microsoft (China) Co., Ltd.			Pay Period: 01.01.25-31.01.25	
Legal Name: 孙文奕				
MSFT Employee ID: 1430271			Pay Date: 27.01.2025	
EE Identification No.: 420606199303048512			Annual Base Salary: 287,740.00	
Cost Center: 10213712			Monthly Base Salary: 23,978.00	
			(All amounts are in CNY)	
PAYMENT BREAKDOWN			UNIT	
Basic Pay			23,978.00	
Morning shift allow			4.00 400.00	
Total Stock Pay			532.02	
			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			420.74	
BANK ACCOUNT			YEAR TO DATE	
孙文奕			Pre-tax Income 19,024.53	
6217880800020048692			Taxable Income 14,024.53	
中国银行上海分行江川路支行			Tax Withheld 420.74	
			19,135.81 Tax Gross Salary 24,378.00	
REFERENCE INFORMATION			Stock/ESPP Covered Period: 2024/11/01-2024/11/30	
Vested Stock Amount CNY			3,068.36 Actual Stock Tax CNY 92.05	
Withholding Stock USD			85.80 Withheld & Tax Diff CNY 532.02	
Stock Related Pay CNY			0.00 O/S Tax frm Last Pd CNY 0.00	
Total Stock Pay CNY			532.02 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	