



# Gathering Momentum for Ecosystem • Linking the Future

## Sanlux 2025 Annual Partners Conference Concludes with Success

As camel bells echoed along the ancient Silk Road, industry leaders assembled in Kashgar. On June 23, Sanlux Co., Ltd. grandly hosted its 2025 Annual Partners Conference in Kashgar, Xinjiang. Nearly 70 partners from across China gathered to celebrate and witness Sanlux's strategic evolution and groundbreaking innovations in the AI era.

The event opened with the solemn national anthem, after which Ms. Wu Qiongying, the Chairwoman of Sanlux, delivered the opening address. She extended sincere appreciation to partners for their enduring support, emphasizing: "In this era of both challenges and opportunities, Sanlux remains committed to master craftsmanship—forging our brand with excellence and propelling progress through innovation. Together with our partners, we will pioneer a shared future amid the transformative wave of AI-industrial integration."



▲ Top 10 Outstanding Sanlux Dealers



▲ Top 3 Outstanding Advantec Dealers

The year 2024 was marked by both challenges and opportunities. Amid fierce market competition, Sanlux's dealer partners demonstrated exceptional market acumen and tenacity, making monumental contributions to the brand's growth. During the conference, the company honored the Top 10 Outstanding Sanlux Dealers and Top 3 Outstanding Advantec Dealers of 2024. Representatives Dai Hua of Changzhou Zhongyi Huafei Electromechanical Co., Ltd., Dai Lianqiu of Changchun Baoyu Technology Co., Ltd., and Zhang Zheng of Zhixuan Transmission Technology (Zhengzhou) Co., Ltd. delivered acceptance speeches. They shared their collaborative journeys with Sanlux and reaffirmed their commitment to achieving greater milestones together.

### 01 Technology Empowerment

Innovation-Driven, Quality First

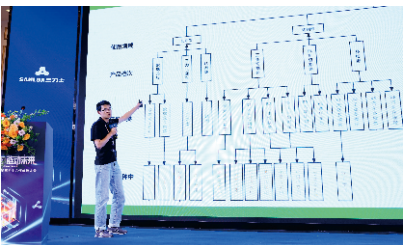
The morning technical seminar session was exceptionally insightful, featuring two compelling presentations. First, Mr. Hu Zengfu, General Manager of Shijiazhuang Ruisheng Trading Co., Ltd., delivered an in-depth analysis on 'Matching and Tensioning Techniques for Standard V-Belts,' leveraging his extensive expertise in industrial power transmission to share valuable professional knowledge and practical insights.

Immediately following, Engineer Cui Yurui from Sanlux Phoenix Intelligent Manufacturing Research Institute presented the company's latest developments, thoroughly outlining their product ecosystem, 2024 upgrade highlights, and 2025 innovation pipeline—vividly demonstrating Sanlux's technological leadership in product innovation and its commitment to delivering superior, efficiency-driven solutions for partners.



### 02 Strategic Upgrade

The Path to Transformation in the AI Era



The afternoon agenda shifted focus to broader strategic perspectives. Ms. Wu Qiongying, the Chairwoman of Sanlux Co., Ltd., took the stage to present the company's newly formulated strategy. With authoritative insight, she dissected current industry trends and, drawing from the historical context of China's industrial development, outlined Sanlux's inevitable transformation path and visionary blueprint for the AI era. She unequivocally stated that Sanlux is accelerating its shift from traditional manufacturing toward standardization, intelligentization, platformization, and globalization, with the goal of becoming a world-leading V-belt brand that drives industrial efficiency.

The realization of this ambitious vision hinges on cutting-edge technological support. Amid the tides of digitalization and intelligent transformation, AI technologies and platform systems are profoundly reshaping production methods, lifestyles, and business models. To this end, the conference dedicated a special session to AI knowledge and the Jicheng Industrial Steward System. Mr. Wan Biao, Head of Zhejiang Jicheng Industrial Software, provided a detailed exposition of the company's plans for AI and platform systems, demonstrating how these advanced tools will empower partners to collectively enhance market competitiveness, seize opportunities in the AI wave, and co-create the future.



### 03 Walking Together

Embarking on a New Journey to Write the Next Chapter

As the conference drew to a close, Sanlux treated partners to a three-day immersive tour in Tashkurgan, Xinjiang — an opportunity to experience the allure of the Western Regions while strengthening team cohesion and collaborative synergy.

The successful conclusion of this Partners Conference not only celebrated past achievements but also charted a visionary course for the future. In 2025, Sanlux will stand shoulder-to-shoulder with all partners, armed with unwavering conviction and boundless enthusiasm, to jointly script a new chapter of win-win collaboration. Together, we will navigate the waves of the AI era and co-create an exceptional future for the industrial sector.

Sanlux is here with you! — Empowering Industrial Efficiency, Enriching Life's Possibilities.



## Notification of Changes in Logistics Services for 2025

Dear Distributors,

Thank you for your continued support and cooperation with Sanlux's logistics services! To further enhance transportation services and efficiency, after analyzing the annual logistics bidding process, we will adjust the logistics service regions for 2025. The specific changes are as follows:

- Guangxi Province: Changed from Hangzhou Zhenyu Logistics Co., Ltd. to Hangzhou Letu Logistics Co., Ltd.
  - Anhui, Jiangxi, and Shaanxi Provinces: Changed from Hangzhou Letu Logistics Co., Ltd. to Hangzhou Zhenyu Logistics Co., Ltd.
  - Tianjin, Beijing, and Hebei Province: Changed from Hangzhou Letu Logistics Co., Ltd. to Zhejiang Jiatai Logistics Co., Ltd.
  - Inner Mongolia, Heilongjiang, Jilin, Liaoning, and Shandong Provinces: Changed from Hangzhou Zhenyu Logistics Co., Ltd. to Zhejiang Jiatai Logistics Co., Ltd.
  - Other regions: Logistics carriers remain unchanged.
- The changes will take effect from July 1, 2025, to June 30, 2026.

This is an official notice regarding the adjustments to our logistics services. Please take note and make the necessary arrangements. If you encounter any issues during transportation, please contact the Sanlux Customer Service Center immediately at 0575-84366806 or 137-3533-3501 (WeChat ID).

We hope this adjustment will bring you a better service experience and more cooperation opportunities.

Thank you once again for your understanding and support!

Wishing you prosperous business and all the best!

Sanlux Supply Chain  
Department  
June 20, 2025



Feedback & Contribute channel bar







# Enhanced Testing Capabilities and Deepened Service Assurance

In June, the company’s testing center focused on key tasks, primarily the guidance and training from the visiting UK consultant team and the installation of four high-power equipment units. The completion of these critical tasks has injected new momentum into the testing center, ensuring its overall operational efficiency and stability.

At the beginning of the month, the UK consultant team visited the testing center, engaging in in-depth exchanges and guidance on

testing methodologies, product performance optimization, and management processes. Through systematic training and discussions, the team gained valuable insights into improving product performance and refining testing methods. Meanwhile, with the support of the UK experts, the center’s information system underwent another round of optimization, further enhancing data processing capabilities and user-friendliness, laying a technical foundation for future digital transformation in management. In terms of equipment capacity building, the testing center completed the installation and deployment of four high-power units this month. This further improved the testing platform’s structure and expanded its adaptability, enabling coverage of longer dimensions

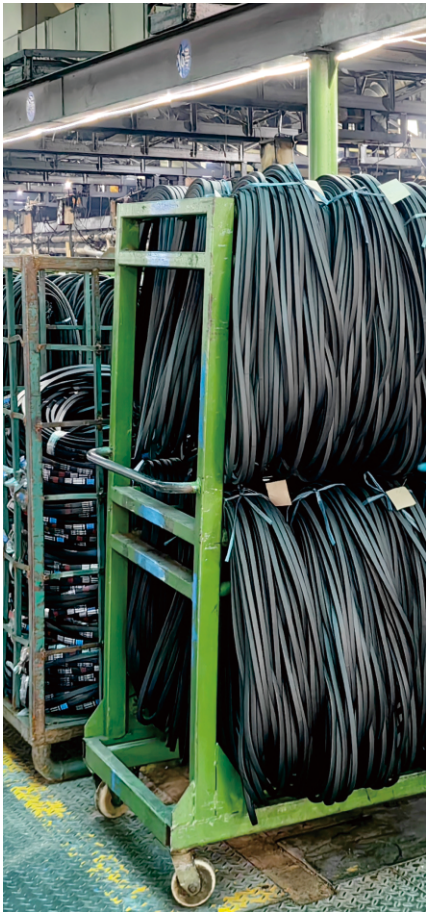
and higher-load product application scenarios. These upgrades provide the necessary conditions for smoothly undertaking various testing tasks and lay the groundwork for future higher-intensity applications.

Additionally, the testing center continued to strengthen external exchanges, successfully hosting multiple client visits and demonstrations. Through on-site introductions and facility tours, clients gained a deeper understanding of the company’s testing capabilities and management standards, expressing high recognition for the product quality control system. These interactions not only strengthened client trust but also fostered a favorable atmosphere for future collaboration.

Moving forward, the testing center will continue



to align with the company’s strategic goals, further improving testing efficiency and service capabilities. It will leverage its platform to provide stable and reliable support for product competitiveness and market expansion.



## From Capacity Challenges to Efficiency Breakthrough: A Systemic Restructuring

The vulcanization process in the company's circular mold workshop has recently faced dual challenges of capacity and efficiency, becoming a critical bottleneck impacting delivery cycles. On-site analysis reveals two primary issues: 1) a disconnect between production plans and actual capacity in vulcanization, and 2) inconsistent skill levels among operators. These problems have rendered the original wage system ineffective for productivity improvement. To address this, the company has implemented a major reform: establishing a new "efficiency-wage" incentive system with the following measures:

### (I) Wage Structure Restructuring: Shifting from "Fixed Base" to "Dynamic Performance (Pass Rate)"

The new wage scheme replaces the traditional fixed-salary model with a three-component structure: base wage + piece-rate wage + mold-change allowance. Full-time employees receive a uniformly adjusted base wage, supplemented by attendance bonuses (strictly tied to punctuality) and seniority allowances. The piece-rate wage, calculated daily based on inspected and warehoused output, serves as the core variable, with additional evaluation tied to plan completion rates. This dual-calculation mechanism ("output + completion rate") incentivizes productivity while ensuring adherence to schedules.

For new hires, the system prioritizes skill development: Those who complete assigned mold tasks and meet plan rates in their first month receive a "newcomer subsidy" alongside standard piece-rate wages. By the third month, they transition to full employee standards. This design mitigates early-stage inefficiencies while accelerating skill acquisition through gradually increasing task complexity.

### (II) Dynamic Adjustment of Task Modules: From "Uniform Standards" to "Capability-Based Matching"

The reform’s core lies in establishing a dynamic calibration mechanism for task modules. Based on the "Confirmed Task Module" calculations, theoretical capacity deducts non-production time to derive actual effective working hours. Molds are then rationally consolidated into five tiers, with revised per-module wage rates and overtime-production

premiums aligned with the new wage scheme.

For new hires, task modules follow a "graduated increase" system: Months 1–2: Progressive targets to accommodate learning curves. From Month 3: Align with veteran employees’ standards. This step-by-step approach prevents frustration from unrealistic targets while providing a clear skill-development pathway.

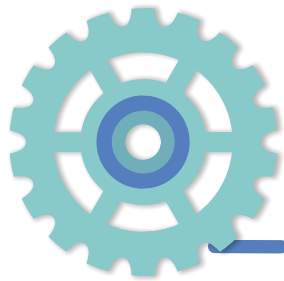
### (III) Innovation in Efficiency Incentives: From "Single Output" to "Comprehensive Performance"

The introduction of a mold-change incentive mechanism—where quotas are incrementally increased for each additional mold change when daily plan completion reaches 98%-100% and exceeds 3 changes—has been flexibly implemented by the Planning Department to address employee concerns about uneven labor intensity.

Concurrently, wage adjustments for the vulcanization process drive continuous improvements in upstream operations, ensuring timely and adequate material supply, while the fabric-wrapping process enhances operational skills to meet vulcanization efficiency demands. These measures streamline production, reducing downtime and unnecessary resource waste, with concrete data showing the workshop’s first-pass vulcanization yield rising from 98.78% in March to 99.64% in May.

This time, the salary reform in the round mold vulcanization section is not merely an adjustment of the distribution system, but a transformation of the management paradigm from "control thinking" to "empowerment thinking." When salary calculation shifts from a "fixed base" to "dynamic performance," when task setting moves from a "unified standard" to "capability matching," and when the focus of incentives expands from "single output" to "comprehensive effectiveness," the essence is the establishment of a three-dimensional alignment mechanism of "employee capability - job value - enterprise objectives."

While optimizing technical parameters (e.g., vulcanization time, mold quantity) remains important for manufacturing capacity, the decisive factor lies in creating institutional conditions that maximize workers' potential.



## Sanlux G3 Dry Belt New Product Launch

The Sanlux G3 Dry Belt is a custom-developed product tailored for a renowned American lawn mower brand, specifically designed for the blade disc of zero-turn riding mowers. This belt features imported high-modulus aramid cord as its core material, enhancing tensile strength by 60%—ensuring superior length stability even under high-speed operation and heavy-load impact in demanding conditions.

Additionally, the G3 Dry Belt incorporates an advanced reverse-wrap fabric process, eliminating the need for overlapping joints at the belt’s underside. This innovation makes it ideal for multi-pulley systems and large-angle reverse-drive configurations, extending its applicability to high-end lawn mowers and other landscaping machinery.

### Key Features:

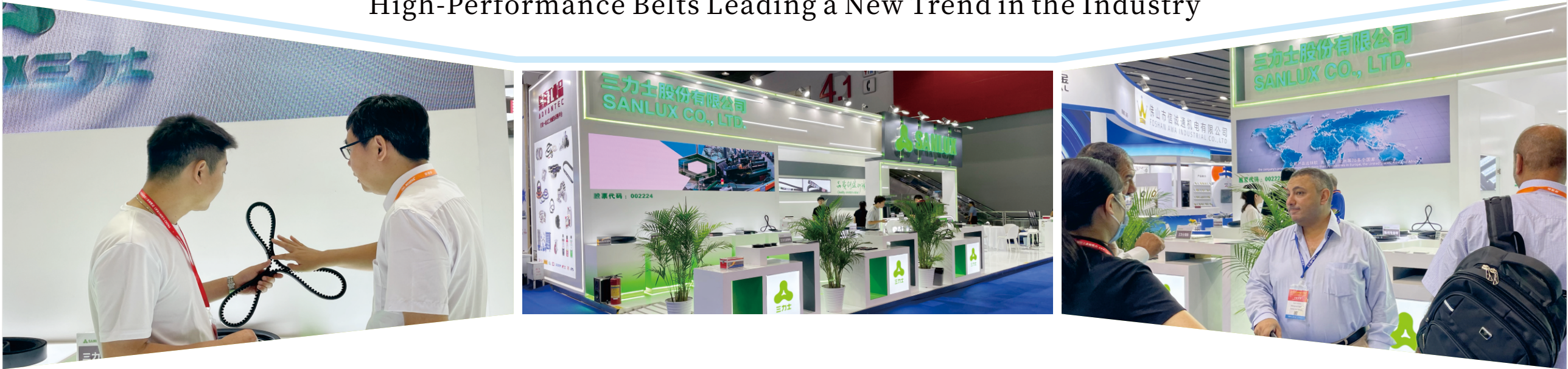
- Reverse-wrap fabric technology: Delivers enhanced fatigue resistance in multi-pulley reverse-idler applications.
- High-modulus aramid cord: Significantly reduces belt elongation.
- Compatibility with external idlers/automatic tensioners.
- Adaptability to back-pressure clutches.
- Wide operating temperature range: Stable performance from -30°C to +80°C, suited for diverse environments.
- Compliance with international standards: Including ISO 4184 (International), BS3790 (British), DIN7753 (German), and IP-20 (American), ensuring reliable quality.





# Stunning Debut at the 2025 Guangzhou Ceramics Industry Exhibition

## High-Performance Belts Leading a New Trend in the Industry



On June 19, 2025, the China International Ceramics Industry Technology and Products Exhibition (Guangzhou Ceramics Industry Exhibition), organized by the China Ceramics Industry Association, grandly opened at the A Zone of the Guangzhou Import and Export Fair Complex. As the annual event for the global ceramics industry, this exhibition brought together leading companies and elite talents from around the world to showcase cutting-edge technologies and innovative achievements in the ceramics industry. Sanlux Co.,

Ltd., as a benchmark enterprise in the field of specialized belt solutions for ceramic equipment, made a stunning appearance with its full range of high-performance products. At this exhibition, Sanlux showcased core products including glaze line belts, ball mill belts, and Advantec belts, covering a diverse array of types such as narrow V-belts, agricultural machine belts, dry cloth belts, and automotive belts. Among them, the E-type and C-type industrial belts compatible with ball mills precisely meet the demands of critical industry

equipment. The narrow V-belts specifically designed for ceramic fans were presented in both covered and trimmed styles. The covered style primarily included models SPZ, SPA, SPB, and SPC, achieving a 40% increase in rated power compared to standard V-belts. The trimmed style utilized EPDM material that withstands extreme temperatures, operating stably in environments ranging from -40°C to 120°C, featuring a tooth profile structure that offers excellent flexural resistance and low heat generation. The exhibition attracted numerous domestic and

international clients. Manufacturers and dealers of ball mills and glaze line equipment flocked to inquire deeply about product performance, technical parameters, and cooperation models, fully affirming Sanlux's core philosophy of "creating value through quality." In the future, the company will continue to deepen its commitment to technological innovation, accelerating the pace of new product development and injecting stronger momentum into the development of the ceramics industry.

### Introduction

On the vast stage of business, distributors and brand owners are like dance partners, together performing a symphony of mutual success. Distributors and Sanlux leverage their strengths and support each other, not only achieving their individual dreams but also jointly forging the brilliance of the market.

### Xu Shinan

Weifang Jicheng Network Technology Co., Ltd.

Weifang Jicheng Network Technology Co., Ltd., led by Xu Shinan, began its relationship with Sanlux in 1996, marking the start of a thirty-year journey of hard work. From breaking the monopoly in Gaomi to expanding the market in Weifang; from a steadfast commitment to craftsmanship to intelligent transformation, Sanlux has grown into an industry benchmark through shared hardships. In this journey of cooperation, both parties have celebrated their achievements and witnessed each other's brilliance.



## From "Manufacturing" to "Intelligent Manufacturing": My Journey and New Beginning with Sanlux

In the early spring of 1996, I officially began a thirty-year partnership with the Sanlux brand. At that time, Sanlux appointed an experienced salesperson to enter Gaomi City and expand its market. Gaomi was then a top hundred city, and the local agricultural and industrial market was well-established. Local agricultural machinery companies, material supply companies, and supply and marketing cooperatives had long been selling the "Zhonghua" brand V-belts produced by Qingdao Factory No. 6. This brand, benefiting from its first-mover advantage, had nearly monopolized the market. Other brands like Jiulong, Fenfei, Sanwei, and Yuelong also had a presence. As a new brand, it was extremely challenging for Sanlux to break into this situation. Confronted with this harsh reality, Sanlux embodied the spirit of the Zhejiang merchants—"traveling through mountains and rivers, trying every possible method, speaking all kinds of words, and enduring all kinds of hardship," actively seeking breakthroughs. The "Zhonghua" V-belts not only had higher prices but also suffered from quality defects, including significant inconsistencies in the dimensions of products of the same model. Therefore, we adopted a "consignment sales model": customers were not required to pay in advance but would settle accounts after the products were sold. At the same time, we promised to exchange or refund any products that were of poor quality. I still remember the old chairman's powerful saying: "Our V-belts have an addictive magic; once customers try them, they won't be able to leave!" This not only reflects Sanlux's absolute confidence in its brand but also showcases the company's unwavering commitment to technological innovation.

2003 was a key turning point in my career. With the support of the old chairman, I launched my first batch of V-belts, investing between 500,000 and 1 million yuan, and confidently shifted my focus from Gaomi to Weifang to expand the market. To save costs, we rented a 150-square-meter storefront in Weifang. During the day, it served as an office to receive clients, and at night, I slept in a corner filled with V-belts. Each day, before dawn, I drove my Liuzhou Wuling car, covering almost the entire Shandong Peninsula. Often, I spent a fortnight traveling before returning briefly to Weifang to rest, only to set off again shortly after, visiting agricultural machinery accessory stores and supply cooperatives in various towns and counties, thoroughly exploring the agricultural machinery market in county-level cities and towns.

When faced with hesitant customers, we managed to secure prices on the spot and achieve quick agreements. What we took the most pride in was that our belts of the same model were consistent in length across all sizes. We used actual measurements to persuade our first customers, including agricultural machinery companies. During our three years of deep cultivation in Shandong, our annual sales exceeded ten million yuan

each year. Sanlux itself achieved exponential growth, with annual output valued in the hundreds of millions. The company introduced imported production lines from Germany and continuously innovated, launching a series of new products such as high-temperature automotive fan belts, combine harvester belts, and specialized agricultural machinery belts, which in turn increased our market share. In 2005, Sanlux was honored as a "Well-Known Trademark in China." By 2008, it became the first listed company in the belt industry, gaining great recognition. Sanlux's brand awareness in Shandong became well-known, and its sales network covered all counties and cities in the province. Shandong has since become an important pillar for Sanlux's consumer market in the northern region, contributing significantly to local economic development and industrial upgrading.

As China shifts from "Made in China" to "Intelligent Manufacturing," Sanlux has quietly erected imported automated production lines from Germany in its workshops. In 2008, I visited the new factory in Shaoxing: robotic arms precisely cut rubber blanks, laser sensors monitor products in real-time, and an intelligent batching system operates fully automatically... While machines have indeed replaced some important manual labor, the "craftsmanship" of Sanlux will always need human inheritance. Over the past decade, I, alongside Sanlux, have experienced fluctuations in raw material prices and aggressive competition from domestic brands, but Sanlux has consistently adhered to its business philosophy of "creating value through quality." In 2015, when I received the "National Outstanding Dealer" trophy from the company, I was filled with profound emotion. In that moment, I knew that all the years I had dedicated to Sanlux were truly worthwhile. This high recognition from the company is the most beautiful praise for me and the best reward for my years of effort and dedication.

Standing at the forefront of intelligent manufacturing, Sanlux's transformation has been even more impressive than anticipated. In response to the national call for upgrading to intelligent manufacturing, Sanlux has committed to continuing its strategic focus on the rubber V-belt industry, continuously developing products that meet market demands and pursue exceptional quality. It maintains its principle of creating value through quality, aiming to launch new products in the rubber V-belt sector and master new technological equipment centered around "automation, intelligence, energy conservation, independence, and innovation." In 2024, the construction of Sanlux's smart factory in Tiantai will officially kick off, and Sanlux will become a world-renowned brand and a source of pride for the nation. My journey alongside Sanlux has achieved my fulfilling life.

## Three System Audits Strengthen the Foundation of the Enterprise

Recently, Sanlux Co., Ltd. successfully passed the annual supervisory audits for quality, environmental, and occupational health and safety management systems. This milestone marks a solid step forward in the company's efforts towards standardized and regulated management, injecting strong momentum into its high-quality development.

For this audit, the Fangyuan Certification Agency dispatched a team of experienced auditors who conducted a thorough and in-depth examination of the company's management systems across all departments and processes. They assessed compliance with the GB/T 19001 Quality Management System, GB/T 24001 Environmental Management System, and GB/T 45001 Occupational Health and Safety Management System standards through document reviews, on-site inspections, employee interviews, and sampling validations.

During the audit process, all departments actively cooperated, demonstrating a high sense of responsibility and a rigorous work attitude by providing relevant materials truthfully and addressing the auditors' questions diligently. The auditors commended the company's management system operations, unanimously agreeing that the management practices met the standard requirements and achieved continuous improvement goals, thus granting approval for this audit. Additionally, they offered valuable improvement suggestions regarding minor issues identified during the review.

The successful completion of these three system audits serves as a comprehensive assessment of the company's management level and a full recognition of the hard work put in by all employees. In recent years, the company has consistently regarded the establishment of management systems as a key strategy for enhancing core competitiveness. It has continuously improved management system documentation, strengthened process control, and promoted the deep integration of management systems with operational work, achieving significant results in product quality enhancement, environmental protection, and safety production.

Looking ahead, the company will take this audit as an opportunity to earnestly implement the improvement suggestions put forth by the auditors, continually optimize the operation mechanisms of the management systems, and enhance the quality, environmental, and occupational health and safety awareness of all employees. This commitment will elevate the company's management level to new heights and provide customers with even higher quality products and services!





## Exploring the Path to Modernizing Grassroots Governance through Party Building Activities

To deepen the understanding of grassroots governance modernization, inherit the red gene and revolutionary spirit, the Party Branch of Sanlux Co., Ltd. organized a party building activity on June 6 themed "Learning from Advanced Experiences in Grassroots Governance, Inheriting the Red Spirit, and Enhancing Team Cohesion."

At 10 a.m., all party members arrived at the Ke Yan Street Party-Mass Service Center, where they focused on visiting the Veteran Exhibition Hall and the Comprehensive Information Command Center. Under the guidance of the narrator, in the honorary display area, everyone reviewed the glorious deeds of revolutionary soldiers through exhibits such as military medals, certificates, and retirement souvenirs. The narrator detailed the functions and services of the service station, especially the caring measures for veterans, including regular visitations, assistance for difficulties, honor incentives, and employment and entrepreneurship services. During the visit to the "Veteran's Showcase Wall," everyone felt deeply the warmth and precise management provided by the service station in serving veterans.

Following this, everyone moved on to the Comprehensive Information Command Center. Upon entering, the modern command hall came into view, featuring a large, clear main screen that displayed various data in real-time.

The head of the command center explained the platform's closed-loop operational process, which includes information integration, assessment, assignment, scheduling, emergency response, and feedback on results. The emphasis was on how the platform utilizes multi-

source information such as video surveillance, the Internet of Things, and reports from grid workers to achieve dynamic perception and immediate response within the jurisdiction. During a live demonstration, a fire safety-related incident was randomly retrieved, and the system clearly displayed the processing progress of the event reported by grid workers on that day. Notably, when demonstrating a situation involving street vendors, the platform quickly notified the relevant law enforcement personnel to address the issue on-site and provide feedback. This efficient, collaborative, and flat operational model allowed everyone to deeply appreciate the role of digital reform in promoting the modernization of grassroots governance.

In the afternoon, all participants went to the Hutang Waxberry Base for a fruit-picking experience. Upon arriving at the base, under the guidance of staff, the participants entered the orchard in an orderly manner, divided into groups. The waxberry trees on the hillside were lush and full of ripe, red fruits. During the picking process, the participants demonstrated teamwork: taller members took on the task of picking from high branches and carefully passed waxberries to their partners below; experienced members guided beginners on how to select ripe fruits; everyone reminded each other to watch their footing; and they worked together to complete the tasks of picking, transporting, and packing the fruits.

This activity featured a rich array of content and diverse formats, integrating theoretical learning with practical experience, serious organizational life with team building. It effectively transformed the insights gained from learning and visiting into intrinsic motivation, further solidifying the foundation of faith, practicing the service purpose, enhancing the ability to fulfill responsibilities, and contributing to the company's development.



## Anti-Drug Awareness Campaign Reaches Villages, Rooting Drug Prevention Awareness in Hearts

On June 22, 2025, as the International Day Against Drug Abuse and Illicit Trafficking ("6.26") approached, Xishuangbanna Lubo Rubber Co., Ltd. took its anti-drug responsibility as an overseas poppy substitute cultivation enterprise and cleverly aligned this initiative with the current rubber collection season. The company organized an anti-drug awareness campaign under the theme of "Anti-Drug Promotion Entering Villages and Homes, Deepening Drug Prevention Awareness" in the project areas of Jiame Village, Haan Village, and Nanguang Village, bringing anti-drug knowledge directly to the homes of villagers and instilling prevention awareness in their hearts.

During the event, staff employed a "home visit + concentrated lectures" approach. They visited households one by one, distributing anti-drug promotional materials and explaining in clear and understandable language the types of drugs, their dangers, and prevention techniques. Special emphasis



was placed on the characteristics of new drugs that are easily disguised. Detailed explanations were provided on the recognition methods for concealed drugs such as "milk tea powder," "jumping candy," and "stamps," along with real-life case studies that vividly illustrated the harmful effects of drugs on physical and mental health, family harmony, and social stability. Additionally, staff actively guided villagers to adopt the concept of "substituting rubber for drugs and working hard to achieve prosperity," encouraging them to

participate actively in the anti-drug struggle and to report any drug-related clues promptly.

This campaign effectively integrated anti-drug promotion into the daily rubber collection work, delivering information directly to the fields and into the homes of farmers in a "zero-distance" outreach mode. This initiative significantly enhanced villagers' awareness and ability to identify, prevent, and refuse drugs, creating a strong anti-drug atmosphere in the village where "one person promotes prevention for the

whole family, and one household leads the village in rejecting drugs." Statistics show that over 70 households were visited during this event, more than 200 promotional materials were distributed, and over 50 inquiries from villagers were answered on-site.

The launch of this anti-drug campaign not only represents a positive response to the International Day Against Drug Abuse and Illicit Trafficking but also serves as a vivid embodiment of the company's commitment to the core mission of overseas poppy substitute cultivation. In the future, the company will continue to deepen the achievements of substitute cultivation, turning every rubber plantation into a stronghold for consolidating drug-free results and promoting harmonious border development. It will steadfastly serve the national anti-drug strategy and contribute Lubo's strength to the establishment of a "drug-free border" and the protection of a safe environment.

## Smart Empowerment, Together Towards Excellence

From June 15th to 16th, Sanlux Co., Ltd. hosted a two-day "Lingyan Class" activity, embarking on an in-depth learning journey focused on the future strategy of the company, personal growth, and wisdom enlightenment. The two-day program was like a feast of ideas, leaving the participants with abundant insights.

### Strategic Leadership, Smart Empowerment

On the morning of the first day, participants were fortunate to hear a profound sharing by Chairwoman Wu Qiongying regarding Sanlux's strategy. She not only elaborated on the standards in detail but also explained the "Four Modernizations" strategy—standardization, intelligence, platformization, and globalization—from a visionary perspective in an accessible manner. She emphasized that the growth of a company is not only about economic expansion but also about the advancement of civilization. By describing the development attitude of enterprises with "make a big wish, bow down, take small steps, and never stop," she deeply impressed upon the participants the importance of steadfast belief and pragmatic progress to withstand the tides of the era.

Subsequently, Teacher Lu provided insightful summaries and analyses of Chairwoman Wu's presentation. He pointed out that the company must establish a clear future vision and strive to be "foreknowledge, foresighted, and proactive." In the construction of institutional and standard systems, he advocated for adhering to the philosophy of "preventive care," eliminating potential hazards to



ensure steady progress for the enterprise. Teacher Lu further explored the ten stages of "mind power," from hatred to belief, from entropy increase to negative entropy, guiding participants to deeply recognize the significance of mindset in personal growth and corporate development.

In the afternoon, Teacher Duandian shared cutting-edge AI tools. The powerful functions of these tools were astonishing, as they can effectively handle a large number of repetitive tasks at work, significantly enhancing efficiency. The teacher's words, "Perhaps we won't be eliminated by AI, but we will definitely be replaced by those who know how to use AI," resonated deeply with the participants, making them acutely aware that mastering new skills and embracing the new era is a challenge that everyone must confront.

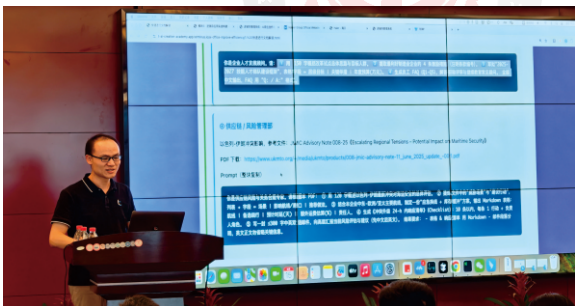
### Standards as the Foundation, Strategy as the Wings

On the morning of the second day, Teacher Lu opened his class with a unique "countdown to class," cleverly leading into a deep understanding of "standards." He emphasized, "Everything has a number, and everything has a standard." This phrase



resonated like a heavy hammer, helping the participants realize that standards are not only norms but also the cornerstone of efficiency and quality. When faced with shortcomings in their work, Teacher Lu advised, "Instead of making excuses, confront and reflect on them. By establishing clear standards, comprehensive systems, and efficient organization, we can achieve rigorous process control and reach a level of learning from experience." Through vivid case studies and incisive insights, he made it clear that only with standards in mind can one steer a course in an ever-changing environment.

In the afternoon, Teacher Lu shifted the focus of the discussion to the deeper meaning of strategy. He pointed out that strategy is far more than just paths and methods to achieve goals; it is also a forward-looking understanding and adaptive layout for a brighter future. How does one become a true leader? Teacher Lu's answer was: know the future and be proactive. Furthermore, he deeply analyzed the genes of longevity enterprises and interpreted the common characteristics of outstanding corporate strategies, providing participants with a clearer understanding of



the long-term development of enterprises.

As the two-day learning journey was coming to a close, the Sanlux "Lingyan Class" held the third phase of the student committee's re-election ceremony. New class leaders and committee members emerged, and new groups were officially established. This was not only an optimization of the organizational structure but also a new starting point and renewed hope.

Let us join hands and march forward with standards as our foundation, intelligence as our driving force, platformization as our bridge, and globalization as our goal, bravely striving toward a brighter future!