



SANLUX



Phoenix Institute

**Securities-specialized
Training to Enhance
Standard Operational Level**

On December 18th, 2024, the Company invited Zhesang Securities, a continuous supervisory institution, to conduct a special training on the standard operation of listed companies for our directors, supervisors and senior management. The lecturer from Zhesang Securities explained in detail the important policies of capital market, the latest regulatory situation of listed companies, standard operation, etc., and helped the trainees to better understand the rigid regulations through cases. Through this training, the relevant personnel of the



**Digital Intelligence Upgrade Helps to
Expand International Markets**

From December 2nd to 4th, 2024, the high-profile Entrepreneurs Boao Forum series of activities was held in Boao, Hainan. The forum gathered outstanding entrepreneurs from all over the country to explore the economic development trend and seek common development plans. Ms. Phoenix Wu Qiongying, the board chairman of our company, was also invited to attend the forum to share the great event with the elites in the industry.

During the forum, Ms. Phoenix Wu Qiongying, the board chairman of our company, said in an exclusive interview with Xinhua that, in the face of this

economic fluctuation cycle, our company had started from the source, vigorously promoted the automation of machinery, and committed to the realization of lean production; at the same time, the company had carried out a comprehensive optimization and upgrading of the basic management mode. The quality of Sanlux products has won wide recognition in the market now with a large number of orders coming one after another, and the company is steadily moving towards the road of high-quality development.

Looking into the future, Ms. Phoenix Wu Qiongying emphasized that enterprises need to accelerate the transformation process of automation and

intelligence. The construction of digital intelligence, MES, OA, WMS, ERP and other systems have been put into practical use, and it is planned that the linkage between systems will be fully implemented in the new plant in Tiantai in March next year. In order to protect the personal interests of the staffs, our company is actively carrying out staff training, helping the old staff to adapt to the technological innovation and the development of the times. It not only improves their skills, but also effectively reduces the labor intensity which make them feel the convenience of intelligence for real.

In addition, our company grasps the

core technology which speeds up the speed of product iteration and we are accelerating the layout of overseas markets with a positive attitude. In the future, our company will be committed to expanding the international market. The strategic focus is put on Southeast Asia after in-depth market research, and we are now actively negotiating with local partners and cooperation negotiations.

In 2024, the board chairman visited more than 20 countries. She deeply felt that the international influence of China was growing which made her very proud and happy. It inspired her to continue to fight for the sense of responsibility and sense of mission in the meantime. During

the visits, these valuable experiences have accumulated a wealth of experience for the team, and also promoted the rapid growth of our company.

The year 2025 will be an important year for the internationalization of Sanlux, and our company is ready for it. We not only plan to expand our products to overseas markets, but also send our management team to pursue further studies abroad. In addition, we have established a cooperative relationship with a famous Czech engine company, and we are looking forward to contributing to the development of China's engine industry.

Quality creates value

Management System Standard

Sanlux Co., Ltd. held a "Management System Standard Upgrading Conference" on 2nd Dec.2024, .

Ms. Phoenix Wu Qiongying, the chairman of the board, once pointed out that Sanlux Co., Ltd. is committed to becoming an international standard influencer in the future in the V-belt industry. A Management System Standard with the characteristics of Sanlux is a sound foundation to promote corporate governance, enterprise management, and achieve the strategic blueprint of Sanlux.

Over the past forty years of accumulation, Sanlux has established a leading Management System Standard in the industry. Continuously upgrading the company's standardization work to another level is a strategic choice for Sanlux to move towards intelligence, platformization, and globalization.

At the conference, Chairman Wu led the management team to clarify the plans for standard system building, and defined 2025 as the "Standard Year" of Sanlux. The

whole team once again unified the concept and recognized standard system building as one of the core tasks for 2025. They solemnly signed a "commitment letter" and collectively issued a resounding voice: actively fulfill their duties and devote themselves wholeheartedly to the standard system building work!

"Standards are the starting point." said Chairman Wu. To build a "beautiful Sanlux" and realise the strategy of world class 1 professional V-belt manufacturer , Sanlux starts from Management System Standard building and upgrading, aiming to push Sanlux's management to a higher level!



The New Journey of Intelligent Manufacturing

On December 2nd, Sanlux and Hangzhou Endpoint Network Technology Co., Ltd. formally reached a strategic cooperation, and held a project kick-off meeting in the administration building. Through this cooperation, our company will deploy all the business modules of the new generation of ERP, build a set of industry-leading, sustainable and iterative business management platform, optimize the layout of the whole chain of the company's core business to realize the comprehensive integration of the core business processes from management and operation to production and sales and move towards a more efficient and intelligent operation and management mode.

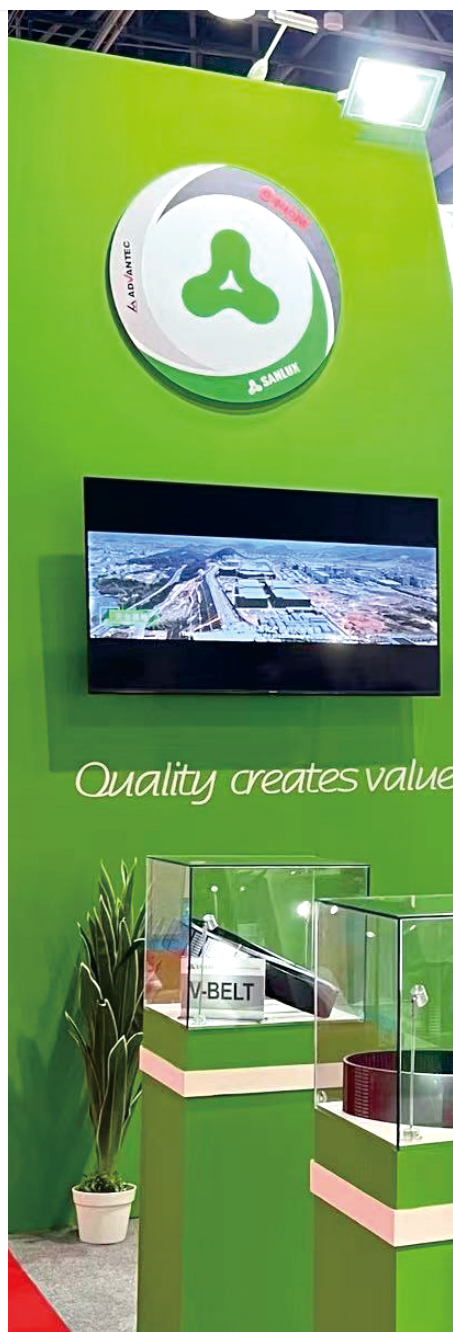
At the kick-off meeting, Pan Wandong, Project Director of our company, and Tan Jian, Project Manager of Endpoint, made a detailed report on the project background and future development plan respectively. Both parties will work together to deploy a new generation of ERP system and jointly build an advanced integrated business platform. The platform will centralize and integrate multiple business modules such as procurement, planning, production, finance, inventory and sales, which were previously scattered in multiple systems, to achieve unified management of business processes and promote efficient collaboration of upstream a downstream supply chain. In addition, the platform will also provide the integration capability of business and finance to ensure the high consistency and real-time performance of

business and financial data, providing strong data support for the company's decision-making.

Ms. Phoenix Wu Qiongying, the board chairman of our company, expressed her high expectation for this cooperation, emphasized the importance of this project to the transformation of Sanlux and expressed her determination that the project must be successful, and at the same time, she provided guidance on the research of the project's requirements and the determination of the scheme, emphasizing that this project must be successful. She said that 2025 is the first year of standardization for Sanlux, and hoped that the system can step on the first stage of industrial intelligent command system (or industrial "housekeeper" system) in March next year, and keep iterating in the future.

In the wave of continuous development of manufacturing industry, digitalization has become the core driving force for industrial upgrading. As a leading enterprise in the industry, Sanlux is committed to accelerating the deep integration of scientific and technological innovation and industrial innovation. The construction of intelligent platform system has far-reaching impact and important strategic significance for Sanlux and even the majority of small and medium-sized private enterprises. We are looking forward to a pleasant and fruitful cooperation with Endpoint Technology, and expecting the project to be a complete success and put into use as soon as possible.





Dubai Industrial Exhibition Watch: World market Booming

From December 17 to 19, Sanlux successfully attend Dubai International Industrial exhibition at Dubai World Trade Center. Sanlux took a well-planned booth as a stage to fully present our core product series, and launched the three V-belt brands SANLUX, ORION, ADVANTEC, and ORION timing belt and SANLUX pulley, attracting many customers in Dubai and the Middle East.

Dubai, as a world-renowned trading port and a financial and trade center in the Middle East, plays a

pivotal role in global trade. This is not only the first choice for our company to deepen and expand the Middle East trade, but also the most crucial stop for our company to exploit the international market.

During the exhibition, our booth was popular, many our old customers in the Middle East visited our booth, took a in depth face to face communication with our company, and discussed the future cooperation plan, and achieved remarkable results. At the same time, Sanlux has also established preliminary

cooperation intention with dozens of potential customers. Benefit from the high visibility of SANLUX brand in the Dubai market, many customers have expressed their strong desire to become our agents in Dubai. It is hoped that two sides can give play to their respective advantages, share resources and complement each other's advantages, and further expand cooperation areas and models on this basis to achieve mutual benefit and results.

This exhibition not only enhances Sanlux international

visibility, but also brings valuable information and opportunities for Sanlux market expansion and cooperation. Looking forward to the future, Sanlux will further strengthen technology research and development and market development efforts to promote the continued growth of Sanlux business. Here, we sincerely thanks all the customers and partners who support and pay attention to Sanlux, and look forward to working together to create more brilliant achievements on the road of future cooperation!

Sanlux held Agricultural Belt Promotion Conference in Harbin

On December 10th, 2024, Sanlux Co., Ltd. successfully held the 2025 Northeast Region Agricultural Belt Promotion Conference in Harbin. The event attracted more than 40 core customers from the Northeast region, with a warm atmosphere, in-depth exchanges and fruitful results. This event demonstrated the strong brand influence and market appeal of Sanlux in the field of rubber V-belts.

As a leading enterprise in the rubber V-belt industry, Sanlux always adheres to the concept of innovation-driven and quality-first, and is committed to providing high-quality products and services to customers around the world. Focusing on the needs of agricultural machinery and industrial high-performance fields in the Northeast region, the promotion event showcased the newly-developed agricultural belts and high-performance belt product series of Sanlux, whose excellent performance and durable quality were highly recognized and praised by the participating customers.

Especially the newly launched peanut machine belts are highly favored by customers. The peanut belt produced by Sanlux can perfectly adapt to various complex working conditions in the peanut harvesting process, and its efficient transmission capacity ensures the smooth operation of peanut picking and conveying. The precise size design and excellent wear-resistant performance greatly extend the service life and effectively reduce the maintenance cost of the equipment. Meanwhile, Sanlux belts for returning machine have also emerged among multi-channel supporting customers. With their professional quality, they play an indispensable role in field return operations, contributing to the sustainable development of agricultural production.

In the customer communication session, Sanlux engineers and sales team had an in-depth communication with the customers, understood the customers' needs and market dynamics in detail, and had an all-round discussion and exchange on the application of the products, technical support and after-sales service, which laid a solid foundation for further deepening the cooperation.

The successful holding of this



promotion meeting not only highlights the trust and support of customers for Sanlux products, but also reflects the deep roots and broad prospects of Sanlux in the Northeast market. In the future, Sanlux will continue to rely on its strong R&D strength, comprehensive dealer network and excellent customer service system to

expand its market territory and enhance its brand value.

Choosing Sanlux means choosing high efficiency, durability and ease. Let's work hand in hand to contribute to agricultural modernization and create a new chapter of harvest with advanced products of Sanlux!

X4 Industrial Poly-V Belts



Sanlux X4 industrial poly-v belt is made of high-modulus, low-shrinkage cord and fiber-reinforced EPDM rubber. It has excellent temperature resistance and is

capable of operating in extreme temperatures from -40°C to 120°C. The product is characterized by high speed and high transmission efficiency. Its thin belt design provides excellent longitudinal flexibility and it can be adapted to pulley systems with a minimum diameter of 30mm and is compatible with both forward and reverse press pulley systems. The belts are widely used in textile machines, printing and dyeing machines, airport logistics machines and sports machines, etc.

Peanut Harvesting Machine Belts with New Structure



Peanut harvesting machine is a fully automatic harvesting equipment designed to adapt to sandy soil. We have developed a belt with new structure for this machine,

which has been tested by customers and verified by the market, and has been widely recognized.

The abrasion resistance of the new belts has been significantly improved by 15% compared with the previous belts, which effectively avoid the problems of skidding and grass clogging in the process of using, and are able to harvest 450 acres in a continuous operation, which greatly improves the operation efficiency. In addition, the production length of this peanut

X4 industrial poly-v belts are available in a wide range of models, including PH, PJ, PK, PL, PM and so on. In order to meet the needs of customers, we support the whole barrel order, and the whole barrel of belt can be cut according to the customers' needs. The launch of this innovative product has undoubtedly injected new vitality into the development of related industries, and will strongly promote the technological progress and efficiency improvement in the field of industrial transmission.

machine belt ranges from 1500mm to 5000mm, which flexibly meets the diversified needs of different users and provides strong support for the peanut harvesting industry. At present, this product has been widely promoted in Northeast China and is favored by local users.

In 2024, the sales of the peanut machine belts increased by three times compared with 2023, and this remarkable growth fully proves its great success in the market and high customer satisfaction.

International Experts Visit the Test Center for Equipment Optimization



In December, Sanlux Test Center welcomed a half-month visit from a team of foreign technical experts. The visit not only optimized the equipments, but also provided systematic professional training for the staffs, which significantly improved the operating efficiency of the equipment and the team's operation ability.

During the visit, Sanlux X4 industrial poly-v belt is made of high-modulus, low-shrinkage cord and fiber-reinforced EPDM rubber. It has excellent temperature resistance and is capable of operating in extreme temperatures from -40°C to 120°C. The product is characterized by high speed and high transmission efficiency. Its thin belt design provides excellent longitudinal flexibility and it can be adapted to pulley

systems with a minimum diameter of 30mm and is compatible with both forward and reverse press pulley systems. The belts are widely used in textile machines, printing and dyeing machines, airport logistics machines and sports machines, etc. the expert team carried out in-depth debugging and precise optimization on many equipment in the test center, which improved the overall performance of the equipments. The debugging covered key components such as the oil pressure sensor, temperature sensors, door body systems, etc., which ensured that the equipment operated efficiently while the stability and accuracy were greatly improved. In addition, the installation of additional components such as infrared sensor brackets, camera hardware and laser power supply further enhanced the equipment's data collection accuracy and operational efficiency. To further enhance the performance of the equipment, the expert team made specific optimization recommendations, which mainly include: adjusting the settings of the oil pressure sensor, updating the equipment software to enhance stability, and optimizing the parameters of the drive system. These measures have effectively improved the accuracy of the test results and ensured the long-term efficient and stable operation of the equipment.

In terms of equipment operation and maintenance, the team of experts provided a wealth of training for our staffs. The course covered the operation of tension and torque calibration, the precise setting techniques of temperature and speed sensors, the installation and configuration process of camera system and other core contents, etc. The training greatly improved the staffs' resilience and technical proficiency in the face of equipment operation, laying a solid foundation for independently completing complex testing tasks in the future.

At the end of the visit, the expert team spoke highly of the professionalism of our test center staffs and expressed full confidence in our future development. In the future, both parties will continue to deepen the cooperation, optimize the performance of the equipment, and ensure the smooth installation and debugging of the new equipment.

Brand Helps Development Service Promotes Sales

SPECIAL COLUMN: MY STORY WITH SAXNLUX

Opening Words

Develop with brand, associate Sanlux with cultural identity. In the spring of 1996, I joined the transmission belt industry. Because of the unstable quality of the original brand, I turned to seek for high quality products. After a lot of understandings, I found that Sanlux product quality is excellent, and the development momentum of the enterprise is strong. After communicating with the salesman of Sanlux, I decided to do some experiments with some small wholesale goods first, and then start a large quantity of products. In the autumn of 2000, the first batch of Sanlux goods arrived. Accroding to the experiments, the elongation rate of the belt was low, and the belt did not slip when climbing slopes, which was favored by the local agricultural machinery and three-wheeled maintenance stores. So they switched to use Sanlux products.

The waste plastic processing industry in Xinle City was once prosperous, in which the consumption of the v-belt of the crusher was especially significant. Therefore, our second experiment focused on the plastic crusher. After adopting the C2000 belt, cutomers reported that the crushing tonnage was twice that of other brands, and said that it was the strongest belt they had ever seen. As a result, the market of Xinle was opened rapidly. The high quality and excellent performance of Sanlux transmission belt set up a solid cognition and trust in my heart, which greatly enhanced my confidence in market development.

In the spring of 2001, I went to visit Sanlux with my planned order. The materials in the factory were neatly stacked, and the workshop was busy and orderly. When I came to the meeting room on the second floor of the office building, I was deeply attracted by the business philosophy on the wall, which reads: "Seek sustainable development through innovation, and constantly lead the industry trend; take quality as the foundation, and create value with quality;

Since its founding, Sanlux has now gone through a remarkable forty years. Over the past forty years, Sanlux has been cultivated and made remarkable achievements in the field of rubber V-belts. Many distributors and partners have worked hand in hand with the company, either forge ahead and help spread the brand in the front line of the market, or win the trust of customers in the front line of the sales service , or promote the development of the industry in the cooperation and innovation. On the occasion of the company's 40th anniversary, we are launching the column of "My Story with Sanlux" to bring you into the warm and touching story world about the company and its distributors, to enjoy their style of traveling together, and to feel the Sanlux spirit of "unite and cooperate in pursuit of excellence".

regard brand as life, and do our best to build a world-famous brand." I decided to go for Sanlux right away! I submitted the planned order, signed the agency contract, and the cooperation between me and Sanlux started!

The company fully supports marketing transformation. Through more than four years of market development, the market coverage of channel customers was basically completed. At this stage, the agricultural machinery manufacturing industry in Hebei region is growing rapidly, so our company started the marketing transformation

market development work to the direction of supporting projects. Since 2018, our company has successfully replaced imported brands such as Metsuboshi, Bando, Magadyne, Opit with Sanlux narrow V-belt yellow brand, Orion red brand and aramid cord structure products, which effectively guarantees the stable operation of customers' equipments and reduces the procurement cost, and has won wide recognition from customers. In the process of promoting Sanlux high-end products, our company proved the feasibility of replacing imported products with Sanlux high-end products through in-depth communication with customers, on-site installation guidance and after-sales follow-up. The smooth implementation of these projects is inseparable from the strong support and collaboration of

Dealer style

Dealer profile

Hu Zengfu, head of Shijiazhuang Ruisheng Trading Co., Ltd., entered the transmission belt industry in the spring of 1996, and signed an agency contract with Sanlux in the spring of 2001, from which the cooperation started.

the company's leadership and research institutes, for which we express our heartfelt thanks!

Promote sales by service, enhance customer cooperation and stickiness. As a professional transmission belt supplier, we should not only match the most suitable products for customers, but also provide a full range of services, so as to meet the needs of customers' supporting projects, reflecting the value of our supporting suppliers. With years of experience, we front and institutionalize the service details. Before delivery, the supporting belt products must be fully inspected and measured with the group, to ensure timely detection and solution of the problem, to prevent the flow of products with hidden problems to customers. These measures have achieved remarkable results, not only won recognition and enhanced cooperation viscosity, but also promote the promotion of high-end products and sales performance.

As a distributor of Sanlux transmission belt series, we play a key role in market development and after-sales service in the product value chain. In the face of the era of shrinkage, we are committed to learning professional skills, insisting on deep plowing the market in our jurisdiction, and providing all-round after-sales service to ensure customer satisfaction, so as to promote sales growth. In order to enhance the image of Sanlux brand, we will seriously fulfill our responsibilities.

Supply Chain Summary and Looking Forward to the New Year

As the end of the year approaches, we sincerely thank all our partners for their trust and support over the past year. In the last month of 2024, the supply chain department of Sanlux focused on sorting out and summarizing the work of this year, and mainly reviewed the progress of the implementation of the warehouse 5S standard and production plan optimization in December. The details are as follows:

First, Standardized management of warehouse site. In December, in depth implementation of 5S management rules, in order to improve the overall quality of warehouse personnel, to ensure timely and accurate delivery, in order to organize, rectify, clean, quality training of every worker. Through close training and communication with the workers on site, we strictly implement Sanlux operating standards and operating norms, and implement the equipment, personnel and sites in place.

Second, Production plan optimization. The completion rate of the vulcanization plan was tracked for the first time, and the workshop planner recovered and counted abnormal documents according to the production situation of the day to reduce and avoid the occurrence of abnormal situations. Adjust production schedule based on real-time orders to ensure that urgent orders are prioritized while maintaining a steady supply of regular orders. Strengthen the coordination among sales, warehouse and production departments and the reasonable allocation of resources.

Through the above efforts, Sanlux has gradually solved the problem of overdue orders from customers, shortened the time from order to delivery of products, and improved the overall delivery efficiency.

Looking forward to the New Year, we will continue to deepen 5S management and production scheduling, implement standards to every equipment, every employee, and every site, and explore more innovative technologies and methods to further improve service quality and operational efficiency. Look forward to work with all partners to create a more brilliant future!



Sanlux holds IATF16949 and QES Management System training

From December 12 to 15, Sanlux carefully planned a four-day knowledge feast around the core content of IATF16949&QES standards. This training not only comprehensively covers the origin and development of the standard, in depth analysis of the specific provisions, and a detailed introduction to the internal audit process, methods and skills, for the participants to build a comprehensive, multi-level learning platform.

Looking forward to the future, Sanlux will stimulate the enthusiasm of employees for quality management by strengthening quality awareness education, skill training and implementation of incentive measures, actively build enterprise quality management culture, and jointly promote the quality of enterprise management to a new level.



3rd Party ISO9001 audit finished

On December 26, ERIKS, a British customer of Sanlux, commissioned Qi Mai to conduct a one day third-party quality system audit based on ISO9001. This is not only a comprehensive "quality check", but also a key step towards higher standards for our company, and it is also a valuable opportunity to lay the foundation for the first year of the 2025 standard.

ISO9001 system, as a widely recognized quality management standard in the world, provides enterprises with a scientific, systematic and rigorous quality management framework. It covers all aspects from product research and development, raw material procurement, manufacturing, sales and service, to ensure that every step of enterprise operation is in line with high quality standards. The involvement of third-party audit institutions adds objectivity and authority to the process.

Sanlux actively prepared for the audit, all departments closely cooperate, in depth self-inspection and self-correction. Everyone from the Senior management of company to the grassroots



staff, deeply recognized the importance of this audit and saw it as a valuable opportunity to optimize their work. In the preparation stage before the audit, our

company has comprehensively sorted out the quality management process, carefully sorted out and improved various documents and records, and ensured that

every operation has rules to follow and has evidence to rely on.

During the audit, the professional third party team maintains a fair and rigorous attitude to all corners of Sanlux. From the decision-making of management to the operation of the grass-roots line; From the front-end procurement of the supply chain to the terminal link of after-sales feedback, every detail is carefully examined in order to accurately locate potential improvement space and lay a solid foundation for the sustainable development of our company.

The audit provided professional guidance and suggestions for Sanlux, revealed the room for improvement, and helped Sanlux to achieve a qualitative leap in quality management. This will not only help improve customer satisfaction, but also enhance the credibility and influence of Sanlux in the market, laying a solid foundation for the sustainable development of Sanlux.

Warm congratulations to the 2024 "Star employees"!

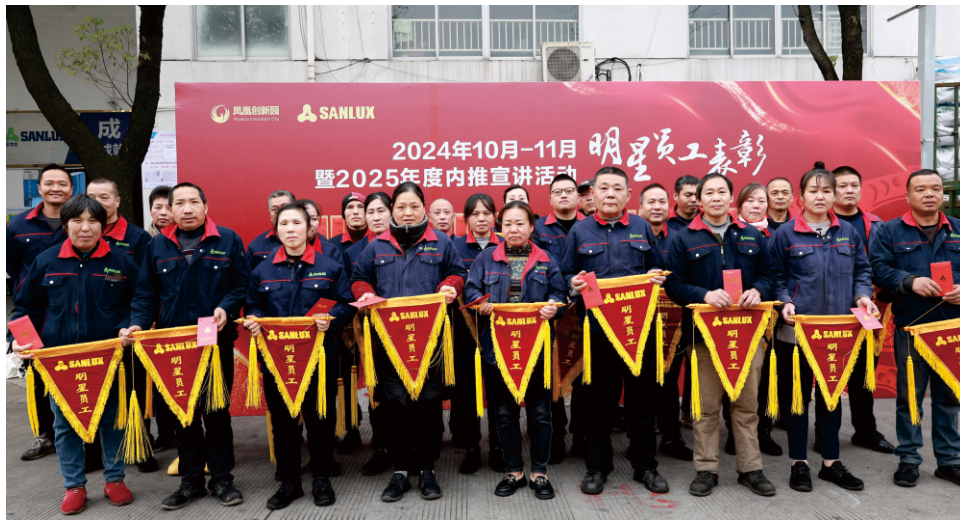
On December 30, 2024, Sanlux Co., Ltd. held a grand October-November star employee commendation Conference and 2025 recruitment internal employee recommendation activity in front of the finished product domestic sales warehouse. This event aims to reward outstanding employees, stimulate team vitality, and is committed to attracting more outstanding talents to join our company ranks.

After careful data analysis and comprehensive evaluation, a total of 59 employees were awarded the title of "Star employee" for their excellent performance in October and November, of which 31 employees were awarded in October and 28 employees were awarded in November. Particularly commendable is that Lei Changming, Tang Bentian, Jiang Xuehua three employees continuously won the award, expect them continue to play the power of example in the New Year, for Sanlux continuous progress and development into a strong impetus.

After that, the promotion conference of 2025 recruitment internal employee recommendation policy was held, and the propaganda department interpreted the internal employee recommendation policy of 2025 in detail, and announced the

internal employee recommendation reward mechanism and specific process, aiming to stimulate the enthusiasm of all employees to actively participate in employee recommendation. At the same time, the conference also held a grand commendation ceremony for the stars of the year 2024, in the past year, they successfully recommended a group of outstanding talents to join Sanlux, and injected fresh blood for the rapid development of Sanlux.

The continuous holding of star staff activities will continue to stimulate the spirit of Sanlux people, lead employees to establish a correct working attitude, and inject a steady stream of vitality for the long-term development of Sanlux. Here, Sanlux calls on all employees to align with star employees and internal employee recommendation stars, actively participate in the construction tasks in 2025, and help Sanlux to stabilize the industry leader in the competitive market tide.



Lubo holds 2025 Strategic Planning Meeting

December 20, 2024, Xishuangbanna Lubo Rubber Co., Ltd. held a 2025 strategic planning meeting in the conference room. A total of 14 people participated in the meeting, including 4 online participants.

At the beginning of the meeting, the heads of each department made a detailed report on the department's 2025 strategic plan from four aspects, the department's overview, the department's objectives, the follow-up and realization of the department's objectives, and clarified the work priorities and objectives of each stage in 2025.

Subsequently, Yang Haotian, general manager of Lubo, made strategic deployment planning from four aspects of the company's overall strategic policy, specific measures for the implementation of the policy, follow-up and statistics, and pointed out the company's strategic planning for nearly three to five years: first, from standard products to directional

products; Second, from the single model category to the multi-model category change; Third, the shift from trader sales to midstream or even upstream sales; The fourth is the change from management unorganized to institutionalized management; The fifth is the shift from

market compliance to profit-oriented management.

Finally, Lubo general manager Yang Haotian made a concluding speech at the meeting, he stressed that the effective implementation of the annual work deployment will help achieve the

company's strategic objectives, improve performance and competitiveness, and promote the growth and development of the team.

The meeting not only outlined a clear development blueprint for Lubo in 2025, but also strengthened the confidence and

belief of all Lubo people in the future development of Lubo. I believe that with the joint efforts of all Lubo people, Lubo will be able to ride the wind and waves, go forward bravely, develop vigorously at a new starting point, and write a more brilliant chapter!



Excellent Article

Training to cultivate strategic thinking

From December 16 to 17, Sanlux held the seventh learning exchange activity of Sanlux Linyan Class. The core topic of this learning was "How managers should lead teams, perform tasks efficiently, and establish perfect systems". In this knowledge feast, Mr. Lu joined with the team of Luban teachers and once again discussed these management problems in depth with the students.

In the learning activities, the students actively shared their own management cases to explain their own insights, share successful experiences, and jointly discuss how to optimize and iterate management practices, and effectively transform the knowledge learned from Lu Ban into practical results.

In the communication, Mr. Lu stressed that whether leading a team or executing a task, the first thing is to cultivate strategic thinking and establish or explore a clear goal. The goal is not only the banner to push the team forward, but also the core strength to unite the team. At the same time, Mr. Lu also pointed out the management problems exposed by students in the sharing, and encouraged everyone to participate deeply before seeking improvement. The key is a shift in perception from "what I want them to do" to "what I can do for them." This change in perception will lead to a change in action, and the change in action will lead to the formation of habits, and the change in habits will ultimately shape life.

At the end of the event, team leaders summarized the importance of communication and said that through continuous learning and improvement, they will work together to achieve the common goals of teamwork, organizational efficiency and business development.

"Communication is a process of learning from each other, and it pushes us to keep improving." We firmly believe that through unremitting learning and communication, we will continue to grow and improve, and ultimately achieve a common vision: happy cooperation among colleagues, efficient operation of the organization, and exquisite business development.



Abandon

In the process of commissioning the mixer in the mixing center of Sanlux Tiantai Factory, I have a new view of Sanlux equipment innovation, that is, if many things need to be truly innovative, we still need to abandon the original model. For a simple example, the same is feeding, from the manual pulling material to the agv pulling material, perhaps in a sense, can not be called the real innovation, but when we further think about how to integrate the AGV system and the operation of the mixer, so that the entire production process is more intelligent and automated, the significance of innovation will appear. For example, the AGV is programmed to automatically adjust the frequency and amount of feeding according to the real-time working status and material requirements of the mixer, which not only improves production efficiency, but also reduces labor costs and error rates.

During the commissioning process, I realized that innovation is not only a technological breakthrough, but also a redesign and optimization of existing processes. We need to start from the perspective of the entire production system and

consider how to solve practical problems through technical means, rather than just staying on the improvement of a single equipment.

The same is true of innovation in management models. 2025 is the first year of Sanlux standardization, but also the first year of the rooftop factory production, in 2025, Sanlux management model will certainly have a great change, but how to do it well, I think we need to do innovation, and even we have to abandon the previous management model, find a new management model. If you simply tinker with the old management model and control the so-called process, you can't call it an innovation in the management model, you can only call it patching.

Therefore, in the following work, I plan to conduct in-depth research with team members to explore how to integrate the existing system, production, technology, logistics and other processes more closely. In order to achieve this goal, I will first conduct a thorough analysis of the existing process and identify potential bottlenecks and improvement points. Then, I will work with my colleagues across departments to develop a comprehensive set of solutions designed to increase efficiency and reduce costs to achieve true innovation.