

Work hand in hand, grow up with SANLUX

First encounter: Due to a common vision

In an accidental opportunity, I was lucky enough to come into contact with Shaoxing's brand - Sanlux. This brand caught my attention with its tight look. At that time, my father was the chief of the inspection section of a state-owned rubber factory. The factory where he worked often collected some products of the same type in the market for testing, and Sanlux products happened to be among the similar products. Through testing, Sanlux had the best data among all samples. So in June 1996, my father and I took a green train from Changsha to Shaoxing. Sanlux's unique brand concept of "creating value with quality" left a deep impression on us. At the same time, Sanlux is also looking for dealers who can go deep into the market and close to consumers. The two hit it off and decided to work together to explore the market.

Challenge: Persistence and adaptation in the market

The early days of cooperation were not smooth. Faced with the fierce competition in the market and the strangeness of consumers to new brands, we have encountered unprecedented challenges. We know that in order to gain a foothold in the market, we must pay more efforts and sweat. So they began to study market dynamics together, analyze consumer demand, and formulate targeted marketing strategies. In this process, my father used his channel advantages and market experience to provide valuable market feedback and suggestions for the company. Sanlux relies on its practical and deep research and development capabilities and innovative spirit, and constantly introduces new products that meet the market demand. The two supported and promoted each other through the initial difficult times.

Growth: The fruits of a win-win strategy

As time went on, the cooperation between us and Sanlux became more and more tacit. Together, we developed a series of marketing plans, including online advertising, offline activities, social media marketing, etc., which effectively increased brand awareness and reputation. At the same time, it also focuses on interaction and communication with customers, timely collection of feedback, and continuous optimization of products and services. With the joint efforts, Sanlux products have gradually emerged in the market and won the recognition and love of consumers. Our dealer network has been further expanded and strengthened as a result. Together, they witnessed each other's growth and progress, and also harvested fruitful results.

Future: Work hand in hand to create brilliant

Today, Changsha Huizhong and Sanlux have become inseparable partners. We face the challenges and opportunities of the market together, go hand in hand, and constantly innovate. We are well aware that only by solidarity and cooperation, mutual benefit and win-win can we remain invincible in the fierce market competition.

In the coming days, Changsha Huizhong will continue to deepen cooperation with Sanlux and explore more market opportunities and development space. We will build a more perfect sales network and service system to provide consumers with better quality products and services. At the same time, we will embrace the challenges and opportunities of the future with a more open mind and innovative thinking.

Opening words:

On the broad stage of business, dealers and brand owners are like dance partners, working together to deduce a win-win song. Dealers and Sanlux play their respective strengths and support each other, not only achieve each other's dreams, but also jointly cast the brilliance of the market.



Wang Hong, in June 1996 to become Sanlux dealer, in 30 years time is with Sanlux mutual support, mutual promotion, gradually in the market, won the recognition and love of customers. Today, it has become an inseparable excellent partner of Sanlux, and will continue to deepen cooperation and explore more market opportunities and development space.

Dealer profile

New Equipment in Test Center to Enhance Testing Capabilities

In January 2025, the testing center successfully completed the installation and debugging of five new test boards. The use of these new test boards has significantly improved the comprehensive capacity of the testing center and ensured that all kinds of testing tasks can be completed more accurately and efficiently. At the same time, the equipment management system has also been improved, laying a foundation for efficient operation in the future.

During the installation and debugging process, the technical team strictly implemented the standardized procedures and made precise adjustments to various parameters of the equipment to ensure seamless connection between the new test boards and the existing system. The optimized testing system significantly improves the accuracy of data collection, making the experimental results more reliable and providing strong technical support for product development and quality verification.

At the same time, the testing center continues to promote the optimization of technology, introduce the advanced testing methods to improve data processing capabilities. Combined with the application of new equipment, the testing process is further standardized and intelligentized, which not only improves the work efficiency, but also effectively enhances the quality control ability, providing a more perfect technical guarantee for the continuous improvement of the company's product performance. In addition, the testing center will continue to strengthen the team training to ensure that the technicians are proficient in the operation and maintenance of the new equipment, to further enhance the stability and reliability of the testing work.

The successful debugging of the new test boards not only shows the continuous progress of the testing center in technology upgrading and management optimization, but also marks that our testing capacity has stepped up to a new level. In the future, the testing center will always adhere to the specialization and refinement of management, and constantly improve the level of testing with more efficient and accurate technology, to help the company's product development and market competitiveness steadily increased.



Quality creates value



January: Build a solid foundation for Sanlux development

January, as the beginning of the New Year, is a key period for Sanlux to lay the tone of the development of the whole year. In this month, the supply chain department focused on their respective key work and steadily advanced, injecting new impetus to ensure timely delivery.

This month, the warehouse underwent a partial upgrade. The visual management of the warehouse location area, channel and channel model is implemented, and the visual visual of every place in the warehouse is realized through the bright color logo and clear and eye-catching label. At the same time, the division of responsibility areas and implementation of people, not only enhance the sense of responsibility of employees, but also create a clean and orderly work environment. Completed the warehouse turnover action, strictly practiced the principle of first-in and first-out, effectively avoided the overstocking of goods and expired losses, optimized the inventory structure. In addition, staff were trained on warehousing and archiving standards to improve the aesthetics and uniformity of goods placement.



The office area, warehouse equipment, and ground were renovated and painted, and the new hardware facilities provided employees with more comfortable working conditions, and also demonstrated Sanlux refined management concept.

The procurement department focuses on the preparation of customer advertising products in 2025, extensively collects market information, and carefully selects advertising products that meet customer needs and market trends. After several rounds of proofing and comparison, the final sample was determined, and the contract signing process was quickly promoted, laying a solid foundation for the smooth development of subsequent advertising promotion activities.

The planning department is responsible for controlling the pace of production. On the one hand, it accurately controls the rhythm of master plan issuance, builds an efficient coordination bridge between production plan and component plan, and timely solves contradictions and problems in plan execution through real-time communication and data sharing to ensure the stable operation of the production line. On the other hand, according to the order order and the timeliness of the replenishment package, a strict tracking mechanism has been established to coordinate the resources of all parties to meet customer needs to the maximum extent and improve customer satisfaction.

With January's efforts, Sanlux in internal management, business preparation, production coordination and other aspects have achieved remarkable results. Looking forward to the future, the Supply chain Department will continue to uphold a rigorous and responsible attitude, continue to optimize the work process, improve work efficiency, and make unremitting efforts to climb the career peak in the New Year.



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SANLUX

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Beautiful Sanlux

Year-end Summary: Share Beauty and Create Better Future Together

On January 21st, 2025, Sanlux Co., Ltd held the 2025 Beautiful Sanlux Corporate Culture Seminar and 2024 Year-End Reporting Conference in the lecture hall on the second floor of the administration building. The board chairman Ms.Phoenix Wu Qiongying and other leaders gathered together with nearly 300 Sanlux people. With the core theme of "Beautiful Sanlux", the conference reviewed the annual achievements of 2024 and looked forward to the bright future of 2025.

During the conference, the Marketing Department, Research Institute, Production Department, and Organization and Publicity Department of the company summarized the results of the year 2024, and made strategic planning and deployment for the development of each department in 2025. The board chairman Ms.Phoenix Wu Qiongying, was present at the conference and gave a deep explanation on the corporate culture of "Beautiful Sanlux".

At the beginning of the conference, Mr. Lin Gaoquan, Deputy General Manager of the Market Development Department, reviewed in detail the company's sales performance, market promotion and team building in the past year, and said that in the fierce market competition, they had continued to innovate their marketing strategies, increased publicity, and successfully enhanced the market influence of the company's products. At the same time, he also put forward the market plan for 2025, striving to achieve sustained growth in performance, build a network of service providers for new quality industrial products and promote the international construction of the Sanlux brand.

Mr. Pan Wandong, Director of Phoenix Intelligent Manufacturing Research Institute, presented the results of the past year's product development and technology upgrading, information system projects and Tiantai projects in the

report. The institute team followed the industry development trend and increased the investment in R&D. In 2024, it completed the upgrading of 4 main products, the improvement of 5 specialized products, the upgrading of 2 systems and the production of rubber material in the Tiantai factory. For the future direction of R & D, the Institute clearly put forward the 2025 departmental strategic plan: apply "standards" to lead the development of the industry and the innovation process, to continuously enhance the company's technological strength.

V-belt manufacturing center, production minister Chen Xiaojun focused on the past year's production, respectively, elaborate on the yield, quality, safety and on-site improvement of the four aspects. He continued to optimize the production process, improve production efficiency, improve production and qualification rate. Looking forward to 2025, V-belt Manufacturing Center will continue to strengthen production management, pay attention to environmental protection and safety, reduce quality complaints, on-schedule delivery, cost reduction and standardized management, in order to contribute to the realization of the company's production value target.

Li Na, Director of the Organization and Publicity Department, comprehensively summarized the

results of the year 2024 in terms of cultural upgrading and landing, cultural activities, building and operation of learning organization, training and recruitment. In the past year, members of the Organization and Publicity Department closely followed the company's development strategy and continuously promoted the construction of corporate culture. In the next five years, the Department will make continuous efforts to "build a talent team with the same outlook, both morality and talent, and invincible ability". In 2025, the Department's strategic plan is to "establish talent standards and build a talent team", and it is committed to establishing and 100% implementing the talent standard system and upgrading and 100% implementing the construction of the cadre.

Afterwards, the board chairman Ms.Phoenix Wu Qiongying, made a cultural speech with the theme of "Beautiful Sanlux", shared the company's strategic objectives and five-year plan, summarized the past 2024 and deployed the key work in 2025, and also shared her personal life and study in 2024.

The board chairman pointed out that "Beautiful Sanlux" is the strategic goal of Sanlux. Under this grand strategy, we should let our products bring customers good experiences, let our employees have the ability to

choose happiness and embrace the future, and at the same time, let Sanlux become a company that spreads goodness to the surrounding.

In order to realize the strategic goal of "Beautiful Sanlux", the board chairman Ms. Phoenix Wu Qiongying made a concrete breakdown of the work of the "Four Modernization". Through the promotion and implementation of "globalization, platformization, intelligence, and standardization", Sanlux will gradually move from excellence to greatness.

Looking back on the year 2024, the board chairman Ms. Phoenix Wu Qiongying defined it as "the year of quality", "the year of culture", and "the year of reform". She summarized the significant achievements in the construction, and standardization system construction in cooperation with top universities in China, etc., which pointed out the direction for the full realization of the business objectives in 2025. In addition, the board chairman highlighted salary reform, infrastructure improvement related to employee life, and iterative upgrading of the learning organization, etc., to start from the smallest detail to enhance employee happiness and build a better Sanlux together.

In addition, the board chairman Ms. Phoenix Wu Qiongying shared her personal learning and life in 2024. Through her reading, writing, copying scriptures, exercising, English learning, and flying around the world, she shared her insights, encouraging all employees to actively exercise and study, and expressed that only by maintaining health and improving the quality of one's mind can we create and spread beauty!

In the last part of the conference, a solemn and important agenda unfolded - the board chairman and the heads of departments signed a certificate of responsibility. Heads of departments came up to the stage one by one, their eyes were firm and their tone was resounding as they committed to the goals of 2025. This certificate of responsibility is not only

Lubo Company Held 2024 Year-End Summary Meeting

On January 19th, 2025, Xishuangbanna Lubo Rubber Co., Ltd. held the 2024 year-end summary meeting, where all the staff gathered together to look back on the past year's effort and look forward to the blueprint for future development.

At the year-end summary meeting, each department head made a comprehensive and detailed report on the work carried out in 2024, showed the work results, shared valuable experience, analyzed the existing problems, and put forward an innovative and pragmatic work plan for 2025, which anchored the direction for the company's sustainable development. Yang Haotian, general manager of the company, made a summary report of the 2024 annual work in the meeting, and made a comprehensive deployment of the 2025 annual work, which pointed out the goal for all the staff to strive for.



Live in Harmony to Create Better Future the 2025 New Year Greeting Activity and 2024 Commendation Conference

On January 25th, the 2025 New Year Greeting Activity and 2024 Commendation Conference of Sanlux Co., Ltd. was held in Phoenix Innovation Park. The board chairman Ms. Wu Qiongying, the wife of the old board chairman Ms. Jin Yuzhong and the middle and senior leaders of the company attended this conference. More than 600 Sanlux family members gathered here to celebrate the past year's brilliant achievements with sing and dance, and welcomed the arrival of the Spring Festival.

In the year of 2024, Sanlux people firstly celebrated the 40th anniversary of the founding of Sanlux, and secondly, the plant in Tiantai was officially put into production, while the construction of the overseas plant in Laos was also progressing steadily.

The 2024 annual commendation meeting was held under the theme of "Live in Harmony to Create Better Future", aiming to inspire all employees to work together to create a better future. At the same time, the conference specially opened the online picture live platform, so that all the people of Sanlux could witness this glorious moment together. In the past year, Sanlux always adhered to the concept of lean production, vigorously promoted the deep integration of automation and intelligence, moved from success to excellence in the market competition, and achieved fruitful results. Behind these successes, the foresight of the board chairman Ms. Wu Qiongying, the leadership team as well as the joint efforts of all the people of Sanlux were indispensable.



▲ Learning Pioneer Award



▲ Innovation Breakthrough Award



▲ Quality Guardian Award



▲ Lean Production Pioneer



▲ Integrity Award



▲ Cultural Practice Representative



▲ Reformation Award



▲ Project Award



▲ Chairman's Special Award

The General Assembly made a grand commendation to the outstanding individuals, groups and projects with outstanding performance in the year 2024. The winners said that this honor was a recognition of their hard work in the past year, and they would contribute to the development of the company with more enthusiasm in the future.

Finally, the board chairman Ms. Wu Qiongying delivered a passionate speech, in which she expressed her heartfelt thanks to all the people of Sanlux for their hard work in the past year and sent her New Year wishes to all of them.



YES! YES! 2025 Sanlux New Year's Gala

In order to meet the arrival of Sanlux 2025 New Year's Gala, the warm-up activity has been in full swing a week in advance. At the event site on the 25th, traditional games such as throwing pot, Cuju and collect blessings were carefully arranged to add a strong New Year flavor. At eight or nine in the morning, the garden site of 2025 New Year's Gala was crowded with people, and each game booth was crowded with enthusiastic participants. In particular, the area of collecting blessings is full of people. Sanlux president Phoenix Wu Qiongying is full of enthusiasm for everyone to send

sincere blessings, the scene is warm and ardent.

At the end of the commendation session, the atmosphere on the scene was more warm, and 2025 New Year greetings was then kicked off. Sanlux family members have taken to the stage to perform, sing and dance, and actively participate in various games. While drinking and eating together, many rounds of exciting lottery links were interspersed, and surprises continued. Many sanlux workers are smiling with their big prizes.



At this point, Sanlux 2025 New Year's Gala and 2024 Commendation conference of Sanlux Co., Ltd. came to a successful end in laughter. The year of the snake, beautiful around, all Sanlux people with you into the year of the snake, together with the future serpents, life spiraling upward, business stability, everything goes well. In the New Year, let us look forward to the new glory of Sanlux!

2025 New Year's Gala of Lubo Company

On January 19th, general manager Yang Haotian sent warm New Year greetings to all the staff and emphasized that the progress of the company's work over the years could not be achieved without everyone's hard work, and he took this opportunity to express his heartfelt thanks to all of them in the New Year's greeting activity.

In the activity, everyone spoke freely, applause broke out and atmosphere was haimonious and warm. The anticipated lucky draw particularly pushed the atmosphere to a climax. There were ten third prizes, and the lucky ones received the prizes with smiles; five second prizes, and the winners could not hide their surprises; two first prizes, which attracted the envy of all the people; and the most exciting grand prize, which was cheered by the whole audience at the moment of suspenseful disclosure. The generous prizes carried the company's care for employees and New Year's blessings.

This Gala is not only the perfect ending of the past year, but also the exciting prelude of the new year; it is not only a joyful party, but also one of the ways to promote team cohesion and centripetal force. In 2025, all the staff of the company will write a new chapter of the development of Lubo in the new year hand in hand with more enthusiasm and higher fighting spirit.

