

## Xishuangbanna Lubo Rubber Co., Ltd. Charitable Donation Supporting Reconstruction Efforts in Myanmar's "3.28" Earthquake Disaster Area

Recently, Xishuangbanna Lubo Rubber Co., Ltd. actively responded to the joint action for post-disaster support organized by the Fourth Special Zone of Eastern Shan State for the "3.28" earthquake disaster area. The company donated a total of 10,000 RMB to aid in the rebuilding efforts, demonstrating its social responsibility and commitment through tangible actions.

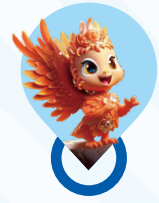
As a company deeply engaged in the field of poppy substitution cultivation, it has been dedicated for many years to promoting local ecological protection and

sustainable economic development through the development of green industries such as rubber. This assistance to the earthquake disaster area is another heartwarming example of the company's endeavors in social welfare, fully demonstrating its proactive role in promoting regional stability and safeguarding the well-being of the community.

This charitable donation not only provides tangible help to the affected people but also sets a benchmark for the company in fulfilling its social responsibilities. In the future, the company will

continue to uphold its spirit of responsibility, making ongoing contributions to the poppy substitution cultivation sector and

social welfare initiatives, and taking more concrete actions to support regional development.



### Excellent Article

## Using "Falsifiability Thinking" as a "Pitfall Shield" for Work Reasoning

In the past, when creating plans and making decisions, I always felt that "the more evidence, the more reliable." It wasn't until I re-examined my work using falsifiability thinking that I realized just how many "assuming it's true" pitfalls I had fallen into! Those guarantees of "foolproof" solutions and seemingly perfect "closed-loop logic" can easily reveal their flaws when seen from a different angle through falsifiability. This approach is like a "truth-revealing mirror" in the workplace, effectively addressing various overly confident logical fallacies.

The core of falsifiability thinking is to actively challenge our reasoning. Just like programmers look for bugs after writing code, we need to force ourselves to play the role of a "contrarian" when making

decisions: assume that this plan is wrong—where could the problems lie? For example, when setting performance evaluation standards, don't just think, "This will motivate the employees," but instead ask, "Who might exploit the loopholes? In what scenarios might this standard fail?" When our company implemented a new attendance system, everyone only discussed how "punching in could improve efficiency" without considering "how to account for field workers" or "what to do in case of equipment failure," which resulted in chaos on the implementation day. If we had used falsifiability thinking earlier, we could have avoided at least 80% of the pitfalls.

I've developed a "self-challenging" habit: every time I finish a plan, I create a separate "face-slapping

checklist." For instance, when writing an annual plan, in addition to the usual goals and strategies, I specifically write: "If the economy declines, which indicators will collapse first?" "If core team members leave, is the backup plan still effective?" Even when discussing the plan with colleagues, we take turns playing the "villain": "Alright, tell me the three places this plan is most likely to fail!" At first, everyone thought this was unnecessary trouble, but later on, they realized that getting "slapped in the face" in advance is far better than facing harsh realities later.

In the workplace, there are no absolutely correct conclusions, only reliable ones that have been continually validated. Falsifiability thinking acts like an "insurance policy" for decision-making; it forces us



Gao Jie

to step out of the "success filter" and to reassess every step with a skeptical eye. So next time you feel certain that a plan is "solid," instead of rushing to a conclusion, try asking yourself: "How can I prove that this is wrong?" This counterintuitive little habit might just help you avoid some of the deadliest pitfalls in your career!

## Doing vs. Doing Well

Having worked in administration for so many years, I have a deep understanding of the difference between "doing" and "doing well." Though there is only one word of difference, the distinction is vast. Many times, it is only in comparing the two that we can see the truth of the matter. Recently, two experiences have made me reflect on this, especially when it comes to selecting the right people, as we can evaluate candidates based on these two dimensions.

During a recent team-building activity for our company's learning organization, we borrowed a barbecue grill that was originally clean. After the event, the girl in charge said she had taken care of it and put it away. At first glance, it seemed like the task was completed—that is, it was "done."

However, when I casually checked, I discovered that the grill had not been properly washed and that the grill grates were still greasy. This is far from being considered "done well." Just imagine how it would be the next time we wanted to use these grills. Others might say they couldn't be used because they weren't cleaned properly, leading to the necessity of buying a new one. This would result in wasted costs. "Doing" only represents the appearance of having completed a task, whereas "doing well" is about being responsible for the results and preventing subsequent issues.

During the preparation for this year's Dragon Boat Festival event, we discovered at the final setup that we were missing a large backdrop for the activity. This raises the question: how was the inspection work conducted beforehand? If we had not merely been satisfied with having "done" the inspection and had instead truly "done well" by confirming that the backdrop was present and in good condition, this situation could have been avoided.

We are working in administration, which may be viewed as something anyone can do, but this work is filled with details. Every step cannot be taken lightly, and no aspect can be overlooked. Therefore, we must start from the details and elevate our approach from "doing" to "doing well."

In our work, we cannot merely settle for the superficial completion of tasks; we must strive to do things well and pay attention to details. This is the only way to uncover the true nature of issues and avoid unnecessary troubles and waste.

## Strategic Logic

During the two-day "Lingyan Class" course, we continuously discussed our understanding of the company's strategy and our department's strategic role. Although I am not the head of finance, I am fortunate to have participated in strategic meetings over the past few years. I have come to realize that the finance department needs to play a larger and more important role in meaningfully participating in the implementation of the company's strategy. Thus, I was very happy to represent finance in this course. My turn to present was second to last, and by the time it was my turn on the afternoon of the second day, I had revised my PPT at least five times, with each revision reflecting an iteration of my understanding.

The version I had before the course was based on my interpretation of this month's strategic meeting and the monthly meeting discussions. In fact, at that point, I didn't have a clear logical structure; I was simply incorporating what Chairman Wu had asked us to include in the meeting. After the course began and department heads presented one after another, we engaged in discussions using a four-step method to reflect on the content shared, followed by guidance from Mr. Lu for each department head. Mr. Lu told us that the first step in understanding strategy is to accurately articulate the company's strategic statement: "the platform of the ecological chain in the industrial products field," word for word. The second step is to interpret that statement, and the third step is to identify the role our department plays within that understanding of strategy and how to execute it. In this process, Mr. Lu emphasized the importance of understanding the company strategy

through layers of structure, systems, and ecology, and what kind of framework and systems our departments need to build to align with the platform.

Yes, understanding departmental strategy and constructing our own departmental strategy both require a clear logical framework. It's essential to connect it step by step from top to bottom; otherwise, there will be gaps, and it might even go against the strategy. Based on this strong correlation, I have reorganized my understanding of the company's strategy and the development of our departmental strategy. With each step I take, I ask myself one question: "What is the relationship to the strategy?" Coupled with Mr. Lu's guidance, this has made my understanding much clearer. Following the guidance from Mr. Lu and Chairman Wu, my future work will be closely aligned with the strategic objectives.



Li Na (Lily)



Xu Li

## Sanlux "Badminton" Brings Us Together

On May 24th, Sanlux employees gathered at the badminton court for the highly anticipated third edition of the fun sports event—Sanlux "Badminton" Brings Us Together. This event was not only a feast of sports competition but also a significant moment for employees to showcase themselves and strengthen team cohesion. The venue was filled with laughter and cheers, with passion and energy radiating in every corner.

The event ingeniously incorporated badminton elements, featuring an innovative badminton-themed check-in method. This creative approach not only immersed participants in a vibrant sports atmosphere but also sparked their enthusiasm and interest in the game.

As teams checked in and gathered one after another, the atmosphere at the venue gradually heated up. Amidst the eager anticipation, Mr. Pan Wandong, Director of Phoenix Intelligent Manufacturing Research Institute, delivered an enthusiastic speech, encouraging everyone to actively participate and enjoy the joy of sports. Shortly after, the athlete representative and the chief referee also addressed the crowd, pledging to give their all to ensure fairness and impartiality in the competition. Amidst thunderous applause, the grand badminton sports feast officially commenced.

The men's and women's singles matches served as the opening highlight of the event. On the court, the players were all in high spirits, swinging their rackets with precision and power, each stroke showcasing both skill and strength. Cheers from the audience rose and fell, adding to the tension and excitement of the matches. After fierce competition, Miao Li, Zhang Qing, and Chen Xiaojun emerged victorious, claiming the men's singles championship, runner-up, and third place, respectively. Meanwhile, Li Na (Anna), Wu Jiali, and Zheng Wenqing stood out with outstanding performances, securing the women's singles titles of champion, runner-up, and third place. Their remarkable displays not only earned rounds of applause from the audience but also brought honor to their respective teams.

The mixed doubles matches elevated the event to new heights. Male and female players teamed up seamlessly, demonstrating

remarkable chemistry. Their agile footwork and precise coordination infused every shot with rhythm. On the court, they alternated between swift attacks and clever defenses, showcasing the unique charm of mixed doubles. Ultimately, Wang Jun and Lü Yuehua claimed the championship with their flawless teamwork and outstanding performance, while Zhu Jiong & Shen Xiaoqing and Cui Yurui & Fu Yiting earned the runner-up and third-place titles respectively. Their brilliance perfectly embodied the power of "1+1>2."

In the afternoon team fun games, participants faced the creative "full-court ball-catching challenge." Players spun a random wheel to select quirky tools for catching balls—Sanlux-branded snake skin bags, dry cloths, belts, and other company-themed items added endless humor and unpredictability. Adapting to these unconventional tools, contestants displayed impressive adaptability and creativity, sparking continuous laughter. The subsequent team relay dribbling event saw squads unite in focus, passing the shuttlecock in sequence with bated breath. Eyes locked on the airborne ball, every movement was executed with meticulous care. Finally, the "badminton handkerchief toss" game reinvented the classic children's activity, with players forming a circle for this lighthearted yet competitive twist on tradition.

As the grand finale of the sports event, the tug-of-war competition brought the atmosphere to its peak. Team members from each squad gripped the rope tightly, united in their efforts to fight for collective honor. With feet braced and bodies leaning backward, their faces reflected unwavering determination.

In the end, after tallying points from all events, Team 1—"Badminton with You" Squad claimed the ultimate victory as the overall champion, showcasing formidable teamwork and exceptional performance.

The success of this 3rd Annual Fun Sports Games not only delivered joy and challenges to all employees but also deepened the understanding of collaborative strength. Moving forward, Sanlux will continue fostering happiness and warmth in the workplace, empowering everyone to co-create an even brighter future.



## Sanlux & Zongzi: Savoring the Festival Together

On the fifth day of May, as the Dragon Boat Festival arrived with the fragrance of mugwort and the richness of zongzi, Sanlux employees enthusiastically participated in the "With Sanlux, Savor the Festival" themed event, which concluded successfully. Centered on "traditional culture + interactive fun", the activity featured three themed zones, allowing staff to experience festive customs while earning generous holiday rewards.



### Zongzi Celebration for Dragon Boat Festival

This event has carefully planned an interactive game called "Stamp Collection Exchange." Participants from Sanlux will navigate through three major themed activity zones, and every time they successfully complete a challenge, they will receive a unique commemorative stamp.

In the Cultural Activities Zone, there are various engaging activities such as making zongzi, shooting at five poisonous creatures, and a knowledge quiz, where wisdom and fun coexist. Upon entering the Cultural Experience Zone, participants can personally create lacquer fans, sachets, and egg pouches, showcasing the skills of many talented individuals. Meanwhile, in the Traditional Food Zone, classic delicacies like mug bean cakes and zongzi are available for tasting, where the sweet and savory factions engage in an endless culinary competition!



Additionally, the rooftop sub-venue has set up a special "DIY Dragon Boat Festival Handcrafted Decorations" experience. The fragrant scent of mugwort fills the air as everyone eagerly gets hands-on, using colorful ropes, wooden beads, tassels, and other materials to intricately weave lucky Dragon Boat Festival decorations. These decorations incorporate five-colored silk threads, symbolizing the expulsion of evil spirits and welcoming good fortune. The event site is filled with laughter, as participants not only enjoy themselves but also receive exquisite festive tokens.

### Zongzi Delights

Every time a task is completed, participants from Sanlux can earn a stamp. Once they collect the specified number, they can head to the exchange area to receive a Dragon Boat Festival gift box, filled with festive blessings.

Let traditional culture enter our daily lives in a more vivid way. Although the event has concluded, the warmth of the festival continues to linger. May everyone carry this joy and vitality into the future. Together, let's work hand in hand to achieve great success!



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# Innovative Breakthroughs: Warmth of the Dragon Boat Festival

Under the visionary strategic leadership and comprehensive support of the company, the Marketing Department actively responded to the call, driven by innovation and connected through care, embarking on a vibrant and heartfelt journey.

The company has always emphasized the importance of innovation and considers enhancing brand influence as one of its core development goals. With this guiding philosophy, the Marketing Department has prioritized the innovative promotional products project as a key focus for this month. Before selecting promotional products for this year, the Marketing Department held a special meeting to emphasize the need to base decisions on customer demands, creating promotional items that are both practical and representative of the brand's unique characteristics. With strong support from the company, the members of the Marketing Department collected extensive feedback on real customer needs in everyday work scenarios through various methods, including

online surveys and offline interviews. Every detail, from product functionality and design to material selection and cost control, underwent thorough discussions.

This year, the newly launched custom calculators not only fulfill the calculation needs in office scenarios but also serve as a unique business card that showcases the company's image. The custom tape measures and calipers with wheels also reflect the team's hard work. To ensure measurement accuracy and durability, the procurement team visited multiple suppliers and conducted strict selection and testing of materials, while the technical personnel at the research institute performed rigorous testing on the calipers. These promotional items have transcended the boundaries of traditional marketing materials; they are deeply integrated into the customers' work scenarios with their practical functionality, silently conveying the company's brand value in innovative ways and accompanying customers in recording every important moment in their work.

As the Dragon Boat Festival approaches, the company adheres to a human-centered philosophy and values emotional connections with customers. The Marketing Department actively responded to the company's requirements and carefully prepared gifts for the festival. Company leaders personally participated in discussions about the gift direction, emphasizing the selection of items that not only reflect the festive atmosphere but also truly meet customer needs. Among the numerous candidate gifts, sun hats and trekking poles stood out. On hot summer days, a stylish and practical sun hat can protect customers from the blazing sun while adding a splash of color to their outings. Meanwhile, sturdy and durable trekking poles are essential companions for outdoor exploration. We understand that customers work diligently in their daily tasks, putting in a lot of effort, and often find very little time to pause and enjoy life. Through this thoughtfully prepared Dragon Boat Festival gift, the company aims to convey care

for its customers—inviting them to put on the sun hat and pick up the trekking poles, step into nature, and enjoy the beauty of life amidst their busy schedules.

The successful completion of the innovative promotional items and the preparation of Dragon Boat Festival gifts not only showcase the creativity and execution capabilities of the Marketing Department under the company's leadership, but also reflect the company's top-down emphasis on innovation and customer care, as well as the seamless collaboration and dedication among team members. In the future, the Marketing Department will closely follow the company's development trajectory, maintain its enthusiasm for innovation and customer care, and contribute even higher-quality results to the company's growth. We also look forward to, under the company's guidance, working hand in hand with our customers to embark on more beautiful journeys and write more exciting chapters together!



## Focusing on Key Responsibilities in Testing and Steadily Advancing Key Work in May

In May, the company's Testing Center continued to advance key tasks such as belt testing, equipment calibration, and customer reception. These efforts consistently strengthened the foundational testing capabilities and optimized the testing system, providing a solid foundation for stable product quality and accumulating customer trust.

Regarding belt testing, the Testing Center continued to conduct fundamental performance tests on the company's existing products this month, covering multiple key performance indicators to ensure the products meet design standards. Additionally, this effort enriched the center's testing database. In response to market demands and product comparison analysis, the center also conducted performance tests on certain competitive products, providing strong data support for the R&D and marketing departments through cross-sectional data analysis. Furthermore, for new product development, the Testing Center is simultaneously advancing the testing and validation work, evaluating performance from multiple angles to provide technical support and risk assessment for product launches.

In terms of equipment calibration, to further enhance the accuracy and consistency of test results, the Testing Center updated its main calibration equipment this month. The new equipment features higher measurement precision and more stable performance output, capable of meeting complex and stringent testing requirements. After the

equipment update, the center simultaneously optimized the relevant testing processes and validated the consistency of data between the old and new equipment, ensuring traceability of data and reliability of results. Additionally, this round of equipment upgrades has laid a solid foundation for the acceptance of future testing equipment and the expansion of the testing platform.

Regarding customer reception, this month the Testing Center hosted multiple groups of customer representatives from both domestic and international markets. During their visit, the center staff systematically introduced the testing processes, equipment capabilities, and quality control standards, fully demonstrating our company's professional competence and technical advantages in testing. Through these visits and exchanges, the Testing Center not only enhanced customer engagement but also further highlighted its supporting role in the overall brand building of the company.

In the future, the Testing Center will continue to uphold the work philosophy of "scientific, rigorous, and efficient," continuously advancing capability building and process optimization while improving testing efficiency and professionalism. This will enable us to serve product development and support technological innovation with higher standards, contributing our testing capabilities to the company's high-quality development.



## IATF 16949 Audit Initiated Striving for Excellence

From May 19 to May 20, 2025, Sanlux Co., Ltd. officially underwent the IATF 16949 quality management system audit, further strengthening the construction of its quality management system and solidifying the foundation for comprehensive service in the automotive industry.

This audit was conducted by a team of experts from the authoritative certification body SGS. During the audit process, the auditors rigorously reviewed the company's entire workflow—from research and development, manufacturing, procurement management, quality control, to customer service—through various methods including document review, on-site inspections, employee interviews, and process traceability, ensuring a comprehensive, detailed, and stringent evaluation in accordance with the requirements of the IATF 16949 quality management system standard.

In the production workshop, the auditors conducted thorough verifications of on-site equipment management, process control, and other aspects; the R&D department reported in detail on project management and technological innovation practices centered around APQP. Meanwhile, the Quality Department showcased the implementation of the internal audit and risk prevention mechanisms, focusing on the practice of a full lifecycle quality management system. In response to various questions raised by the auditors, the company's departments actively engaged, demonstrating solid expertise and outstanding results in the operation of the quality management system through detailed data, clear processes, and efficient collaboration.

IATF 16949 is an international automotive industry technical specification that incorporates the special requirements of the automotive sector along with lean production principles. It has significant implications for enhancing product quality, reducing operational risks, and increasing customer satisfaction. This audit not only serves as a comprehensive examination of the company's past endeavors in quality management

system construction and product quality control but also represents a crucial step towards advancing the company to international standards in quality management.

The company views this audit as an opportunity to summarize experiences, actively implement the improvement suggestions put forth by the auditors, and continuously optimize its quality management system. Committed to the business philosophy of "creating value through quality," the company will further enhance the quality awareness of all employees, deepen the construction of quality culture, and set higher standards and stricter requirements to establish itself as an industry benchmark, providing customers with more reliable products and services.



## Ceramics China Guangzhou Industry Exhibition We Look Forward to Your Visit!

From June 18 to June 21, 2025, the flagship exhibition of the global ceramic equipment and materials industry—Ceramics China Guangzhou Industry Exhibition—will be held at Area A of the Guangzhou Import and Export Fair Complex for its 39th edition. This event will bring together outstanding enterprises and industry elites from around the world to share opportunities, discuss cooperation, and plan for future development.

As a professional manufacturer of ceramic equipment components, Sanlux Co., Ltd. will prominently showcase various products, including glaze line belts, ball mill belts, Advantec belts, narrow V-belts, agricultural machinery belts, dry cloth belts, and automotive belts. We eagerly await your visit.

The booth number and specific location are as follows:

- ★Sanlux Booth Number: D501, Hall 4.1
- ★Exhibition Location: Area A, Guangzhou Import and Export Fair Complex
- ★Exhibition Dates: June 18-21, 2025

Address of the Guangzhou Import and Export Fair Complex, Area A:  
380 Yuejiang Middle Road, Haizhu District, Guangzhou (Opposite Nan Feng Hui)

We'll be here, looking forward to your visit!



## Column Introduction

“ On the vast stage of commerce, distributors and brand owners dance together, performing a symphony of win-win collaboration. By leveraging their respective strengths and supporting one another, distributors and Sanlux not only fulfill their own dreams but also shape the brilliance of the market together. ”

### Dai Hua

Changzhou Zhongyi Hua Fei Electrical Co., Ltd.

With 33 years of experience navigating the business ocean, it began from a storefront in Northern Jiangsu and has seized the opportunity of the e-commerce wave by expanding into Alibaba and Taobao. In 2025, when the 1688 Hardware Supermarket platform initiates a new transformation, it will continue as a pioneer, writing the next chapter of its legendary progression from a three-foot counter to a cloud-based market, amidst the evolution of traditional distribution and digital commerce.



## From Hardware Store to New E-Commerce Journey

In the tides of commerce, there are always individuals who, with keen insight, relentless effort, and the courage to seize opportunities, write their own legendary entrepreneurial stories. As an entrepreneur, my journey began in 1992 with my parents' hard-earned money, and now I stand as a pioneer ready to embrace new sales models. The challenges and triumphs along this path reflect my struggle, as well as the aspirations of countless entrepreneurs.

At the end of 1992, I arrived in Northern Jiangsu with my parents' hard-earned savings and opened a hardware store. At that time, material resources were scarce, and the variety of goods on the market was limited. Even though the triangle belts we sold were produced by relatives and their quality was inconsistent, as long as we had products to sell, customers were very happy. In such a market environment, this small hardware store took its first difficult step on my entrepreneurial journey.

In the second half of 1995, a turning point in my fate quietly arrived. A salesperson from Sanlux came to promote their products, and seeing that my business scale was decent and that we were fellow townsfolk, they offered their full trust by allowing me to sell a batch of goods on consignment without having to pay for them upfront. This trust became a significant opportunity for the development of my career. After three years of hard work, the store not only achieved sales of several million yuan but also successfully sold products to several surrounding counties, gradually establishing a foothold in the local market.

In 1997, an unexpected experience of helping with a delivery introduced me to agricultural machinery parts. By the second half of 1998, when I returned to Changzhou, the agricultural machinery market was beginning to take shape. Drawing on my years of experience with Sanlux products and my in-depth understanding of product quality, I keenly recognized the enormous market potential and rare development opportunities within this field. After numerous discussions with the former chairman, I successfully signed the distribution rights for the Changzhou market. In the following years, my business performance soared from hundreds of thousands to millions and then from millions to tens of millions, achieving a qualitative leap in my career.

In 2003, the former chairman proposed an idea to standardize the market, hoping I would relinquish my customers in Anhui and Shanghai and hand over the entire Jiangsu market for him to manage. After several rounds of negotiations, I took over all the inventory from Yangzhou Guotai and established a new company in Yangzhou, further expanding my business landscape.

In 2006, the emergence of e-commerce began to make its mark in the business world. Representatives from Alibaba came to promote their services, and I decisively registered an Alibaba online store. Although online shopping was still not common at that time, I took a proactive approach and embraced the spirit of experimentation by laying the groundwork in the e-commerce field. In 2008, I opened a Taobao member store, starting with synchronous belts and gradually expanding to triangle belts. Over time, especially through several waves of the pandemic, the demand for online shopping surged, leading to a steady increase in sales from the online store. Today, the store has been in operation for 17 years and has become a brilliant star in the e-commerce sector.

By 2025, the chairman proposed the concept of the 1688 hardware supermarket platform. I recognized that this was not only the future sales model for the company but also an inevitable choice that aligned with the trends of the times. In this rapidly changing era, opportunities can be fleeting, and I will bravely embrace the challenge once more and embark on a new journey.

Looking back over the more than thirty years of my entrepreneurial journey, I started from a small hardware store in Northern Jiangsu and have navigated the ups and downs of the market and changes in the industry. Throughout this process, I have continually achieved breakthroughs in my career through my keen insight into the market, decisive grasp of opportunities, persistent efforts, and unwavering support from Sanlux. In the future, I will continue to keep pace with the times, write a new chapter of brilliance on the 1688 hardware supermarket platform, and serve as a role model for more entrepreneurs, inspiring many to forge ahead on the path of business.