

4 Employee Culture

Sanlux Lingyan Training Program: Soaring towards the Future

2026 Sanlux Lingyan Program Graduation Defense Concludes Successfully

From January 31 to February 1, 2026, the two-day "Sanlux Lingyan Program Graduation Defense" was successfully held at the Phoenix Innovation Park. This defense focused on the theme of "Sanlux Integration," highlighting the growth and insights of participants in areas such as enterprise management, team building, and service transformation through participant presentations, mentor feedback, and interactive discussions.



Focusing on Standardization and Leadership: Transitioning from Intuition to Rational Management

On the first day of the defense, the course centered around "Standardization Construction in Enterprise Management." Teacher Lu emphasized that leaders should start from practical foundations, using a four-step method of "practical demonstration—establishing standards—on-site demonstration—training optimization" to transition the team from intuitive experience to rational management. He pointed out that standards are not just written documents but also on-site execution guidelines that can effectively break through talent bottlenecks, enabling professional and sustainable operations.

In the leadership module, participants discussed "Why Fear Employee Turnover." The mentor guided them to realize that managers should not fear personnel changes but should focus on whether employees are growing within the team. True leadership lies in building consensus and stimulating team potential rather than relying on positional authority.

Thinking Transformation and System Capability Building in the AI Era

With the widespread adoption of AI technology, the course focused on "Survival Strategies and System Thinking in the AI Era." Director Wu emphasized that AI is not just a tool but a revolution in thinking. Participants need to cultivate systematic thinking, conducting in-depth analyses from phenomena to essence to avoid becoming "slaves of technology." Additionally, the role of engineers is shifting from "technical experts" to "system capability builders," necessitating leadership and team empowerment awareness.

In the practice of "Sanlux Integration," several participants shared case studies that demonstrated how standardization construction, daily accountability mechanisms, and on-site improvements enhanced team collaboration and execution. The Quality Department also redefined its role from "problem

identifier" to "problem solver," promoting a comprehensive quality system involving all employees.

From Knowledge to Action: Practicing the Unity of Knowing and Doing

During the defense, participants not only summarized theoretical knowledge but also showcased practical outcomes of "learning by doing." For example, some students significantly improved production efficiency and product quality by advancing digital reforms in the workshop and optimizing vulcanization standards. Others established a "daily accountability" system that fostered efficient collaboration within their teams.

Teacher Lu repeatedly emphasized during his feedback: "The core of leadership is to care for your team members and walk together towards a better future." He encouraged participants to combine personal growth with organizational goals driven by "willpower," achieving a transition from "passive execution" to "active creation."

Graduation Is Not the End, but a New Beginning

The two-day defense concluded successfully in an enthusiastic atmosphere. Participants not only gained knowledge and methodologies but also clarified their future development directions through reflection and dialogue. Director Wu stated in his summary: "System thinking is the core competency for the future. In the AI era, only through continuous learning, deep thinking, and implementing standards can we lead our teams toward a brighter future."

Although the Lingyan Training Program has officially concluded, learning and practice are endless. Participants will carry the "Sanlux" gene forward in their respective roles, continuing to contribute wisdom and power to the growth of their enterprises and the advancement of the industry.

With the future ahead and the path beneath our feet, Sanlux continues to advance.



United in Strength for Progress: Points Redemption Warms Hearts

The Company Successfully Held Its Third Points Redemption Event

On December 31, 2025, as the year drew to a close in the winter chill, warmth surged within the company. To further inspire team vitality, the company grandly held its third points redemption event. This event attracted enthusiastic participation from 329 employees, with the company meticulously preparing 83 practical items covering three categories: lifestyle, industry, and education. While summarizing the year's work, the event aimed to deliver warmth and blessings for the New Year to all employees through tangible benefits.



Quantifying Contributions: Ensuring Every Effort Is "Seen"

Since the implementation of the points management system, the company has upheld the principles of "fairness, justice, and transparency," quantifying employees' job performance, innovative contributions, and participation in activities into points. This points redemption mechanism ensures that every diligent effort resonates and every value contribution is recognized.

Carefully Curated: Meeting Diverse Needs

During the event's preparation, the organizing team focused on three key standards: "practicality, diversity, and satisfaction." They carefully selected 83 items, ranging from high-end thermos cups to precision toolsets, and from winter thermal products to home appliances, aiming to precisely meet the diverse needs of employees across different positions and age groups. The array of available items was neatly displayed, filling the venue with an atmosphere of anticipation and joy.

Orderly and Heartwarming: Conveying Team Spirit

At the event, employees lined up in an orderly manner, guided by staff, as they checked their points and collected their items based on online redemption status. Despite the participation of 329 people, the entire process proceeded smoothly. The atmosphere was vibrant, with employees sharing their excitement: "This toolset is exactly what I needed—perfect timing!" and "The company not only cares about our work but also supports our learning and growth; this kind of benefit is truly heartwarming." Their joyful exchanges resonated with a strong sense of recognition and belonging to the company.

Cultural Empowerment for Development: Together Shaping the Future

The points redemption event was not merely a material reward but a source of spiritual motivation. The implementation of the points management system ensures that excellence is recognized and that hard work is rewarded. Moving forward, the company will continue to optimize its incentive mechanisms.

The success of this event further strengthened team cohesion and ignited employees' enthusiasm for work. As the milestones of 2025 have been beautifully concluded through hard work, the journey of 2026 is about to begin. With this warmth and motivation, all employees will embrace the new year with greater energy and higher morale, contributing even more to the company's high-quality development.

Government and Enterprise Cooperation to Eliminate Drug Sources: A Commitment to Strengthen Safeguards

On January 23, 2026, the special operation for eradicating drug plants in Phongsali Province, Laos, officially commenced for the 2025-2026 year. As an enterprise actively fulfilling social responsibilities in alternative planting, the overseas subsidiary of Xishuangbanna Rubber Co., Ltd.—Rongtai Rubber Co., Ltd. in Phongsali Province—promptly responded to the call of the Laotian National Anti-Drug Committee. The company closely collaborated with the Phongsali Provincial Public Security Department, local government, and other Chinese alternative enterprises, deeply participating in this special operation.

On the day of the operation, led by the Director of the Laotian National Anti-Drug Committee Office, Chantong Hengkangsi, over 40 individuals, including company staff, representatives from various agencies, and local villagers, conducted an eradication operation in the opium poppy planting fields in Jiangdeng Village, Phongsali County (outside of the company's project area). During the eradication efforts, the staff worked cohesively to precisely remove the opium poppies, clearing approximately 110 acres of illegal cultivation in total.

This special operation effectively targeted and powerfully deterred illegal opium poppy cultivation by local villagers, clearly demonstrating a collective determination to participate in anti-drug efforts. The company has been deeply invested in the opium poppy alternative planting project in Phongsali Province, with the rubber industry as its core pillar. It actively guides local villagers to abandon the practice of opium poppy cultivation, focusing on developing a sustainable rubber industry and ensuring the integration and collaborative development of anti-drug efforts, economic benefits, and social gains.

Looking ahead, Xishuangbanna Rubber Co., Ltd. will continue to align with fundamental goals for industrial support, deepening collaboration among government, enterprises, and the community. By steadily advancing the rubber industry as a foundation, the company aims to strengthen the anti-drug defenses and consistently fulfill its mission of "replacing the drug source with industry and safeguarding the homeland through development," thereby contributing greater strength to regional drug control efforts and sustainable development.

Rubber Subsidiary Honored by the Laos Ministry of Public Security

Building a Defense Line through Alternative Planting: Anti-Drug Commitment Recognized

On January 22, 2026, the summary conference for the 2024-2025 anti-drug work in Phongsali Province, Laos, was grandly held at the Provincial Public Security Department auditorium. The meeting was chaired by Songpeng Midapeng, a central member of the Lao People's Revolutionary Party and Secretary of the Phongsali Provincial Committee. The conference comprehensively summarized the achievements of anti-drug efforts over the past two years, analyzed the current complex situation of the anti-drug struggle, and outlined key tasks for the next phase, including source elimination, alternative planting, and

educational outreach. Representatives from nine provincial departments, seven county officials, and ten Chinese alternative planting enterprises attended the meeting.

At the conference, Rongtai Rubber Co., Ltd., a subsidiary of Xishuangbanna Rubber Co., Ltd. in Phongsali Province, was awarded the Outstanding Contribution Award for Anti-Drug Work from the Laos Ministry of Public Security, in recognition of its significant contributions to opium poppy alternative planting and source elimination efforts. The award certificate noted that from 2021 to 2025, under the

guidance of its parent company, Rongtai Rubber has taken concrete actions to strengthen the anti-drug defense line and has made notable contributions to regional anti-drug work. Additionally, the company donated 298,700,000 kip (approximately 100,000 yuan) to the Phongsali Provincial Public Security Department in support of anti-drug efforts, showcasing the sense of responsibility of Chinese enterprises.

The recognition of this subsidiary by the Laos Ministry of Public Security not only serves as a significant affirmation of Rongtai Rubber's anti-drug efforts over the past five years but also acknowledges

the coordinated work of its parent company, Xishuangbanna Rubber Co., Ltd., in advancing overseas anti-drug initiatives and alternative planting. Moving forward, Xishuangbanna Rubber Co., Ltd. will continue to play a leading role, guiding Rongtai Rubber in thoroughly implementing the spirit of the conference, upholding its anti-drug mission, and deepening collaboration with local governments and enterprises in Laos. The company aims to further expand the scale of alternative planting, enhance the effectiveness of technical support, and improve the livelihood security system, thereby advancing anti-drug efforts in Phongsali Province and contributing to the establishment of a sustainable cross-border anti-drug community between China and Laos.



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Pursuing New Commitments with Practical Action, Starting a New Journey with Beauty

Dear Sanlux family, partners, and friends around the world,

As the clock strikes midnight on New Year's Eve over the TianTai Intelligent Factory, as the warm sunlight of the new year shines into the MSR power system laboratory, and as the fleeting moments of 2025 pass by every Sanlux employee working diligently in this moment, we have journeyed through the sweat-drenched year of 2025 and stand firmly at the starting point of a hopeful 2026. At this moment, I want to extend my heartfelt greetings to every hardworking individual through the screen: Happy New Year, and thank you for your hard work!

Looking back at 2025, it was a year where we responded to the era with the blueprint of "standardization, digitalization, intelligence, and platformization." I recall in the spring, when the team at the Phoenix Intelligent Manufacturing Research Institute spent over thirty sleepless nights in the lab to break the wear resistance limit of rubber V-belts, ultimately extending the lifespan of the new product to over 100,000 hours, once again setting a new industry standard; in the summer, our colleagues in the overseas market braved 40-degree heat to visit clients, bringing "Sanlux Manufacturing" into factories in the 54th country; in the autumn, the day the New Jarvis system went live, Chen Xiaojun from the production department sent a message: "Now the order delivery cycle has been shortened by 30% compared to last year." And who could forget the scene at the end of the year when colleagues in finance and production embraced and celebrated the full operation of the ERP system—those breaking barriers in collaboration and the commitment to excellence were the most vivid reflections of a "Beautiful Sanlux."

This year, our "beautiful" landscape has been expanding. After acquiring MSR, the world's smallest 100cc hybrid power system was launched domestically, and as it powered surfboards to glide across the lake, we knew a new track in the low-altitude economy was unfolding. Additionally, at the construction site of the 500 million A-meter intelligent industrial park, every brick and tile is paving the way for the dream of an industry benchmark factory; moreover, the smiles on employees' faces with the implementation of the salary reform, and the sounds of learning in the Phoenix College, further solidify my belief that the beauty of the enterprise ultimately rests on each individual's happiness.

As we stand at the threshold of 2026, our journey ahead is clear and resolute. In the first half of the year, the intelligent industrial park will officially commence production, with the AGV intelligent logistics system pushing our per capita output value from 380,000 yuan to 550,000 yuan. The new energy drive component business aims to achieve a revenue target of 300 million yuan, while the MSR power system will make breakthroughs in the drone sector. We will also engrain the concept of "leading with standards" into every product, establishing "Sanlux Standards" as the industry benchmark. Of course, we must cherish our employees' smiles, transforming the Phoenix College into the Phoenix Engineer College, so that every Sanlux employee can gain growth and dignity here.

With 40 years of dedication to the rubber industry, we have relied on the original mission of "creating value through quality" and the responsibility of "leading the drive belt industry." In the new year, may we continue to uphold quality with craftsmanship, expand our territory with innovation, and let drive belts propel industrial progress and power systems illuminate more scenarios, allowing every hardworking individual to embrace beauty while creating it.

In closing, let us honor the past, celebrate our efforts, and pay tribute to every remarkable one of you! Together, let us ride our dreams and embrace the future!

Wu Qiongying
Sanlux Co., Ltd.
New Year 2026

Empowering Sparks, Inheriting Craftsmanship

The first internal trainer training camp of Sanlux officially launches!



As the new year begins, everything refreshes. To continuously enhance organizational learning capabilities, strengthen cultural inheritance, and provide professional empowerment, Sanlux has

officially initiated its first "Internal Trainer Empowerment Program." Twenty-six core members from various departments have gathered together to embark on a two-day immersive teaching training journey centered around the "learner."

Starting with the End in Mind Redefining the Trainer's Role

The training begins with the fundamental question of "before going on stage," guiding participants to think deeply: Who is the protagonist of the classroom? The answer is not the trainer themselves, but each learner. True teaching involves enabling learners to become the "heroes" who drive content implementation. The trainer's role is to provide methods, tools, and confidence.

Systematic Training Building Professional Teaching Ability

This training systematically covers three main dimensions: "Teaching Design, Presentation Skills, and Behavioral Transformation."

Structured Teaching Design: Utilizing the ADDIE model, training starts from analyzing learners' pain points to designing measurable learning objectives, ensuring that course content tightly aligns with practical work. Participants learn to use the STAR method to reconstruct cases, allowing knowledge to take root in real-life scenarios.

Dynamic Presentation: From shaping presentation style to designing interactions, and from storytelling to visual guidance,

nce, assisting them in achieving growth in actual work situations.

This philosophy aligns seamlessly with Sanlux's operational principle of "creating value through quality." The creation of value ultimately relies on each individual in their respective roles; internal trainers are the key spark for cultural inheritance and method replication.

trainers personally demonstrate and lead participants through exercises. Techniques such as the "Butterfly Eye" method for eye contact, precise hand gestures, and the PESOS skills teaching model were practiced. Through ongoing demo rehearsals and immediate feedback, participants significantly improve their stage presence.

Effective Learning Transformation: The training emphasizes "from knowing to doing," with each class including a clear "call to action" to encourage post-class practice. Assessment goes beyond classroom reactions, focusing on behavioral changes and business results, truly transforming training into productivity.

Actively Participating Igniting Sparks of Thought in the Classroom

The training atmosphere was lively, with participants fully engaged. In activities such as group collaboration, situational simulations, and individual presentations, everyone actively spoke up and engaged in heated discussions—competing for team honors while deepening their understanding through interaction. Particularly in the "Course Design Practical

Exercise" and "Personal Opening Presentation" segments, participants boldly took to the stage, transforming theory into vibrant performances. Under personalized guidance from trainers, they continuously adjusted their expression logic and teaching posture, showcasing the learning agility and potential of Sanlux's core talent.

Cultural Foundation Gathering Momentum Through Inheritance

Internal trainers in the company are not only conveyors of knowledge but also interpreters and inheritors of corporate culture. Through systematic teaching training, participants mastered teaching skills while deeply understanding "how to integrate Sanlux's values into their courses to influence more people."

In the end, the "United Efforts" team was awarded the "Best Collaborative Combat Award" for their outstanding teamwork and course design. This honor acknowledges their learning

achievements and celebrates their team spirit.

Parting ways is just a step toward a better beginning. Although the first training camp has come to an end, the growth journey of the internal trainers has only just begun. Each participant will return rich with knowledge, ready to refine their own specialized courses. When spring arrives and blooms, they will gather once more for deeper training and refinement, letting the sparks of knowledge converge into a powerful force at Sanlux.



Feedback & Contribute channel bar





Deepening Efforts in Zhejiang to Drive Change: United in Focus for a New Journey A Record of Sanlux's Market Research in Zhejiang

As spring surges forward, practical action takes precedence. In January 2026, under the strategic guidance of Chairman Wu and General Manager Lin, the Sanlux marketing department fully launched a comprehensive market research initiative across Zhejiang. This research focuses on "understanding frontline realities, listening to partner voices, and anchoring transformation directions." Through precise and far-reaching measures, the initiative aims to solidify the foundation for market transformation reform in the new year and to compose a symphony of progress in partnership with distributors during challenging times.

To ensure the effectiveness of the research, the marketing department introduced an innovative model of a "salesperson for each city," achieving full coverage from the Northern Zhejiang plain to the Southern Zhejiang mountainous areas, and from bustling urban centers to industrial hubs. The research team immersed themselves in market terminals, meticulously recording changes in regional demand, competitor dynamics, and end-user feedback. They also established a "Daily Review" mechanism, holding regular meetings every night from 8:30 to 9:30 PM to summarize results, analyze problems, and optimize solutions, ensuring that the research is impactful and results-driven.

During the research period, General Manager Lin personally led a team to visit distributors in the Zhejiang region, engaging directly with stores and immersing themselves in the market. Through face-to-face discussions with distributor partners, they addressed operational challenges and assessed the current state of the regional industry. Distributors serve as the core bridge connecting Sanlux to the market, and each piece of feedback and every request is viewed as crucial for optimizing strategies and enhancing services. The company not only witnessed the commitment and efforts

of its partners in deeply cultivating the market but also empathized with the operational challenges brought about by industry transformation. This mutual trust further solidified Sanlux's commitment to co-exist and thrive alongside its distributors through collaborative development.

Customer-centricity and problem-solving orientation have been Sanlux's unwavering principles for nearly 40 years in the industry. While visiting the Lishui market, the research team promptly responded to a customer feedback regarding belt wear from supporting manufacturers. They coordinated with local distributors to quickly go on-site, meticulously investigating machine models and measuring critical parameters such as the top width of the belt. This enabled them to swiftly identify the root cause of the belt pulley roughness and provide targeted solutions, effectively addressing customer concerns with expertise and efficiency. This not only exemplifies the vibrant practice of the "Customer First, Dedicated Focus" value but also highlights the powerful synergy created through cooperation between Sanlux and its distributors in serving the market.

The year 2026 is a pivotal year for industry transformation and a year of change for Sanlux's deepened regional efforts and iterative upgrades. The company will use the Zhejiang market as a starting point, leveraging the insights gained from this research to initiate comprehensive market transformation reforms. In the new year, with change on the horizon and opportunities ahead, Sanlux is determined to work alongside its distributor partners with even greater resolve, pragmatic measures, and attentive service to deeply cultivate the regional market, tackle operational challenges, seize the initiative amid industry transformation, and win a prosperous future together.

Opening Remarks

On the vast stage of commerce, distributors and brand owners dance as partners, together performing a harmonious symphony of mutual success. By leveraging their respective strengths and supporting one another, distributors and Sanlux not only fulfill their individual dreams but also collectively contribute to the market's brilliance.

Sanlux Transmission

A 30-Year Quality Journey of the "Belt King" on the Frontier

Guided by the General Secretary's strategic guidelines for the "15th Five-Year Plan," we have continuously innovated and led industry trends, always viewing quality as the foundation of our survival. The principle of "creating value through quality" has been deeply ingrained in me for decades. As a cornerstone of Sanlux in the northwestern frontier of China, we remain committed to our mission of "becoming the problem solver for our customers' transmission systems," dedicated to providing worry-free after-sales service.

Looking back, in the early 1990s, we initially sold rubber belts produced by small workshops in our hometown. These workshops had rudimentary equipment—only a few electric hand plate vulcanizers, manual fabric wrapping machines, and several workers. The products produced not only lacked quality assurance but also varied widely in size. My journey with Sanlux began in 1997 when a brand promoter from Sanlux, who was expanding the business in Xinjiang, introduced me to the exceptional quality and craftsmanship of Sanlux belts. I was deeply impressed, and I decisively took on the distribution rights for Sanlux, immediately launching sales and promotions in the Yili region. At that time, Yili was located in a remote area, facing shortages of supplies and a lack of information. However, I promised customers free trials, and thanks to Sanlux's outstanding quality, the belts quickly replaced inferior brands in the market. Within two years, Sanlux emerged as a well-known brand in the area, earning high praise from customers: "For belts, go for the Belt King!" Thank you!

The year 2000 marked a turning point in my career. With the strong support of the former chairman, I shifted my focus to Urumqi, the capital of Xinjiang and a logistics hub and distribution center for resources. However, this also presented a challenge from a zero starting point. Opportunities often come hand in hand with challenges. Xinjiang is vast, covering an area of 1.6 million square kilometers, with a sparse population and an industrial foundation and level of industrialization that lag behind more developed provinces. This made selling products extremely difficult. Nevertheless, I was determined to expand and strengthen my business, so I

traveled long distances to factories and electromechanical building material markets across various cities and regions for on-the-ground promotion.

In the subsequent two decades of operation, whether facing price wars from competing brands or concerns from customers about changing their supply chains, we have never shown any signs of difficulty. Instead, we have embraced challenges and overcome one obstacle after another. As the saying goes, "When the soldiers come, we block; when the water comes, we cover the soil." Sanlux has always been our solid backing, providing us with a safety net. We have been meticulous in maintaining relationships with our old clients while actively seeking new ones by exploring various market entry points and participating in numerous industry exhibitions to gradually increase our brand visibility. As the quality of Sanlux products improved and its brand influence grew, Sanlux began to stand out and take root in the vast land of Xinjiang, realizing effective product distribution both north and south of the Tianshan Mountains.

From ordinary fabric-wrapped V-belts to industrial side-cut V-belts, industrial multi-wedge belts, agricultural machinery variable speed V-belts, and dry fabric belts, Sanlux has focused on the rubber V-belt manufacturing sector, continuously enriching its product categories and horizontally expanding its supply chain system. This has laid a solid foundation for us as distributors to establish ourselves amid fierce market competition. Additionally, the factory has launched brands like "New Advance," which are more competitively priced, actively participating in market competition. Under the leadership of Chairman Wu, Sanlux has adhered to the philosophy of strengthening the company through technology and innovation, establishing provincial-level enterprise technology centers, research institutes, high-tech enterprise research and development centers, postdoctoral workstations, and municipal industrial design centers, as well as founding the Phoenix Intelligent Manufacturing Research Institute, receiving multiple provincial and municipal science and technology awards.

Looking back at the development of Sanlux: in 2005,

Rooted in the Xinjiang market for thirty years, our partnership with Sanlux began in 1997. Starting from Yili with exceptional quality, we have expanded our reach across the entire region. Thanks to Sanlux's continuous technological innovations, diverse product lines, and solid brand support, we have overcome regional challenges, earning the trust of our customers and becoming a cornerstone in the power transmission sector of Northwest China. Looking ahead, we will continue to walk hand in hand with Sanlux on our new journey.



"Sanlux" was recognized as a Chinese famous brand, a national exempt product, and a well-known trademark; in 2015, it began its smart manufacturing upgrades; in 2023, it launched a learning organization; and in 2024, the construction of its intelligent manufacturing plant commenced, along with the establishment of a globally leading V-belt testing and R&D center.

As an authorized distributor of Sanlux, we rely on and serve the company's strong and mature national distribution network. As a leading enterprise in China's rubber V-belt industry, Sanlux's products have maintained the top position in production volume and market share for 29 consecutive years. We feel honored to act as the bridge between this outstanding brand and the end market. With the company's solid industrial foundation, leading industry status, and continuously optimized smart production capabilities, we are confident in providing customers with reliable and efficient products and services. Having journeyed alongside Sanlux for thirty years, I have gained not just a profession but a steadfast craftsmanship—dedicating my life to selling only V-belts. In today's fiercely competitive market, only exceptional products and high-quality services can support a successful sales network. Let us look forward to the next thirty years. Under Chairman Wu's extraordinary leadership, Sanlux will surely rise like a phoenix, experiencing rebirth and continuing to write its brilliant legacy!

Smart Connection: Data-Driven Growth

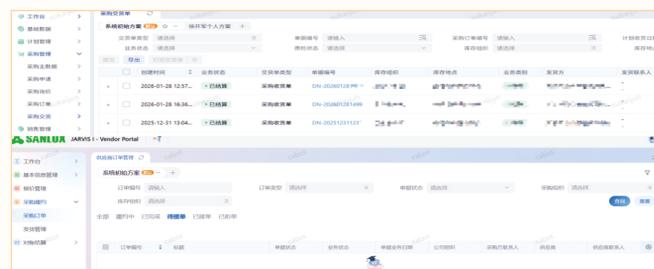
On December 13, the company reached a critical milestone in its digital transformation—the successful launch of the Jarvis system. As a one-stop solution encompassing core business areas such as inventory management, procurement management, and planning management, the Jarvis system tightly integrates various operational processes. Through real-time data updates and precise boundary controls, it completely breaks down the information silos between departments, marking a new phase where the company's digital transformation moves into practical implementation.

Addressing Pain Points: Moving Away from Traditional Modes and "Information Islands"

For a long time, the "information islands" and "data lag" inherent in traditional business models have constrained improvements in operational efficiency. Previously, the inbound and outbound logistics of finished products relied on warehouse staff to manually fill out process cards, which was not only time-consuming but also led to difficulties in account verification and inventory checking due to human errors or omissions. Communication with suppliers during the procurement process heavily relied on phone calls or WeChat, causing delays and errors in transferring order information and changes in demand. Furthermore, material counts required manual postings, resulting in data flow lagging behind actual business activities. These issues not only inflated labor costs but also affected the timeliness and accuracy of decision-making. The launch of the Jarvis system directly addresses these core pain points by implementing precise solutions.

Finished Goods Management: Scanning Operations Enter a New Era of Efficient Warehousing

In the area of finished goods management, the Jarvis system introduces scanning operations that completely revolutionize the traditional manual entry model. Warehouse staff only need to use scanning devices to scan the QR codes on packaging bags, allowing inbound and outbound logistics data to be collected and inventory information updated in real-time within seconds. This change frees warehouse personnel from the tedious task



of filling out forms and verifying data, significantly reducing their workload while achieving a qualitative leap in operational efficiency and data accuracy. Now, sales teams can query inventory, and the finance department can verify data—all through the system with a single click, greatly reducing communication costs across departments.

Procurement Management: Collaborative Full-Chain, Creating an "Expressway" for Supply Chain

The innovation in the procurement management module is equally impressive. The newly launched supplier portal enables complete online collaboration in the procurement process. Suppliers can receive purchase orders in real time and provide updates on their stock preparation through the portal. Once materials arrive, warehouse staff can immediately count and record them in the system, seamlessly integrating procurement data with financial systems to achieve a "single order" closed-loop management from order to storage. This transformation significantly reduces the circulation of paper documents, shortens the material acceptance cycle, and greatly enhances the overall responsiveness of the supply chain.

Core Advantages: Real-Time Data Synchronization and Precise Boundary Control

Real-time data synchronization and precise boundary control are the core advantages of the Jarvis system. The system breaks down departmental barriers, allowing immediate circulation and sharing of data among procurement, warehousing, finance, and other functions. Management can monitor the status of the entire business process through the backend, shifting the management model from "after-the-fact reviews" to "real-time interventions." At the same time, the system's refined permission settings clarify the "who initiates, who approves" process, ensuring efficient information sharing while maintaining clear data boundaries and system security.

The successful launch of the Jarvis system is not just an upgrade of tools; it represents a revolution in management thinking. It will inject strong momentum into the company's high-quality development, helping seize the competitive edge in a fiercely competitive market!



Forging Ahead Together for a Shared Future The Grand Launch of Jiwei Industrial Products and the Successful

Coming of the First Founding Partners' Private Board Meeting On the afternoon of January 28, 2026, the Fenghuang Innovation Park gathered a galaxy of talents. The grand launch of Jiwei Industrial Products and the first founding partners' private board meeting, hosted by Jiwei (Zhejiang) Industrial Products Co., Ltd. and co-organized by Zhejiang Jicheng Industrial Products Co., Ltd., kicked off splendidly. More than 30 industrial products industry leaders gathered to discuss solutions for breaking industry bottlenecks, hitting the "accelerator button" for the national layout of Jicheng Industrial Products Supermarket.

At the beginning of the meeting, the attending guests visited the production site and exhibition hall of Sanlux. As an industry leader with 42 years of deep cultivation in the rubber transmission belt sector, Sanlux has solid strengths such as a national-level technical center and intelligent production lines. This allowed the guests to directly experience the upgrading path of the industrial products industry from manufacturing to ecological development, laying a solid foundation for the national promotion of Jicheng Industrial Products.

Shao Chunjie, Chairman of Jiwei (Zhejiang) Industrial Products Co., Ltd., delivered the first speech. Taking the development journey from Handaway to Zongwei and then to Jiwei as the thread, he analyzed the pain points of the industry and elaborated on Jiwei's innovative business model. He stated that Jiwei will conduct strong collaboration with Jicheng Industrial Products Supermarket, and through resource integration and model innovation, help Jicheng Industrial Products quickly penetrate the national market.

Subsequently, Lin Gaoquan, Marketing Director of Sanlux and Deputy General Manager of Zhejiang Jicheng Industrial Products Co., Ltd., combined with practical experience, depicted the direction of industry upgrading from the dimensions of industry trends and the evolution of customer demand. He pointed out that the industry is transforming from a one-off transactional relationship to a "full-life-cycle accompanying" partnership. Jicheng Industrial Products' one-stop service model is a

benchmark practice conforming to the trend, and the establishment of Jiwei will become a key support for the national promotion of this model, injecting super impetus into the layout of Jicheng Industrial Products Supermarket.

Wu Qiongying, Chairman of Sanlux and Chairman of Zhejiang Jicheng Industrial Products Co., Ltd., took Sanlux's 42 years of manufacturing history as the starting point and shared her 17 years of practical experience in leading the enterprise's transformation. She frankly stated that the future of industrial products is not limited to manufacturing, and only by breaking the transactional mindset can a new chapter of services be opened. Sanlux's confidence in transformation stems from its all-dimensional capabilities including a 42-year manufacturing heritage, an AI digital engine and a global organizational network. Relying on the JARVIS AI decision-making brain and the EDITH intelligent supply chain hub, the enterprise has achieved highly accurate demand forecasting and full-link data synchronization; with the support of the Fenghuang Engineer College and the national service station network, it ensures the efficient implementation of services. She emphasized that Jiwei is an important strategic fulcrum for the national layout of Jicheng Industrial Products, and the two parties will join hands to drive the industry to realize the transformation from transaction to service, from stationary business to mobile business, from self-interest to benevolence, and from individual struggle to collective combat.

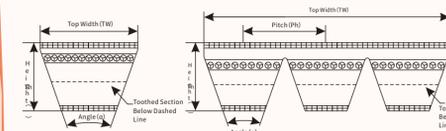
Ye Wei, Founder of Gamma Alliance, also shared his experience in founding the alliance, explained the positive changes that the alliance model has brought to participants, and resonated with the guests. In the interactive session, the guests enthusiastically discussed industry pain points and cooperation opportunities, and many guests signed letters of intent to join on the spot, expressing their determination for cooperation.

The successful holding of this private board meeting not only marks the official launch of Jiwei Industrial Products, but also builds a high-end platform for communication and cooperation among leaders in the industrial products industry. In the future, Jiwei Industrial



Products

Narrow V-Belt Series Heavy-Duty EPDM Toothed V-Belt (R8)



Product Identification



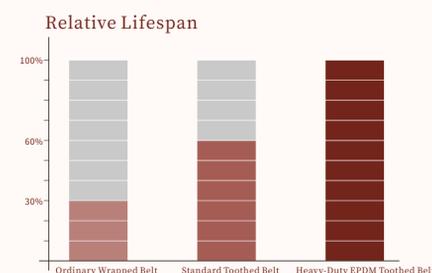
Product Application Fields

Suitable for all industrial sectors, especially in applications with stringent space, weight, and power transmission requirements, such as air compressors, lathes, milling machines, pumps, etc.

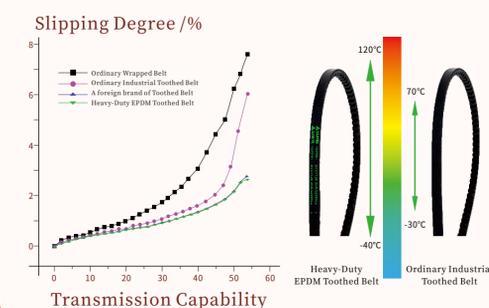
Product Features

1. Excellent resistance to extreme temperatures, suitable for long-term use between -40°C and 120°C.
2. The tooth tops and bottoms are reinforced with high-strength canvas structures to prevent early cracking.
3. Under the same usage conditions, the lifespan exceeds three times that of ordinary wrapped narrow V-belts.
4. Can be applied to smaller pulley diameters.
5. For 8VX and XPC V-belts, customizable patented arc-tooth profiles are available to enhance lifespan.

Durability Testing Comparison Under Same Conditions



Comparison Diagram of Transmission Capability for 5 V-Belt at Small Pulley Diameter



Products will conduct in-depth collaboration with Zhejiang Jicheng Industrial Products, gather strength from all parties, integrate high-quality resources, explore new paths for the transformation and upgrading of the industrial products industry, jointly reshape the value and dignity of the industrial products industry, and create a brand-new future for industrial development!