



AI

AI-Powered Transformation,
Engineering Innovation

The Second Elite Training Camp of Phoenix Engineering College



From July 6 to July 11, 14 seed trainees gathered at the Phoenix Innovation Park. They brought together second-generation distributors from across the country, as well as carefully selected high-potential talents from within the Company.

From this moment on, they embarked on a journey of transformation. This is not only a reshaping of identity—a leap from being "operation-driven" to "engineer-driven"—but also a collective evolution toward the AI era.

AI is here; why are we launching an engineer course now?

"I amplifies everything—excellence and flaws. AI will not make engineers unemployed, but it will make 'pseudo-engineers' unemployed". During the first lesson of the camp, Ms. Wu Qiongying, the Chairwoman got straight to the point. This course was proposed three years ago, and the first session was held in 2026.

But this year, the tangible impact of AI has become stronger than ever before—AI can write code, create designs, generate proposals, and analyze data. Tasks that previously required ten years of experience

to complete can now be done in just a few seconds. When the cost of knowledge acquisition approaches zero and technical barriers are broken down one by one by AI, a question stands before everyone: In an era where AI can do everything, what irreplaceable value do humans still possess?

Sanlux's answer is: Engineers.

Not just technicians who only know how to operate machines, nor administrators who only know how to create PPTs, but engineers who possess "system-based thinking + systematic problem-solving capabilities". AI can provide answers, but AI does not know whether the question is a real problem; AI can generate solutions, but AI cannot go to the site to verify or close the loop. It is the engineers who can truly string these all together.

The birth of the Phoenix Engineering College is precisely to build teams of engineers within Sanlux—from distributors to factories, and from R&D to service—ensuring that in every key position, there are individuals capable of solving real problems using an engineering approach.

Camp opening: From military training to the first lesson on engineering spirit

On the morning of the first day, the 14 trainees first underwent militarized training—using discipline and execution to set the tone for the upcoming special training. Subsequently, the host introduced the mission and positioning of the Phoenix Engineering College: The Phoenix reborn from ashes—in an era where AI reshapes everything, proactively choosing to evolve rather than passively waiting to be disrupted.

During the ice-breaking session, a game called "Engineer's Treasure Box" quickly brought the participants closer together. Everyone put a word into the "treasure box"—"standards", "AI", "focus", "hammer", and "meticulousness". These words combined represent the entire toolkit of an engineer. Some put down "hammers", while others put down "AI". Amidst the contrast, laughter was constant, but behind the laughter, everyone was thinking: What is my "engineer's weapon"?

The highlight was the course "Engineer Spirit in the AI Era" presented by Chairwoman Wu. For a full 96 minutes, from the era of AI democratization to the

three-tier competency structure of engineers, from the four bottom lines of craftsmanship to the five perspectives of system-based thinking, and from the five-tier questioning method to the seven codes of conduct for engineers of Sanlux—this class redefined the word "engineer".

"You haven't even made a single belt, so how do you dare call yourself an engineer?" During the course, a question raised by Chairwoman Wu resonated powerfully. An engineer is not a certificate or a job title, but a responsible identity "possessing system-based thinking and systematic problem-solving capabilities". Without hands-on experience and the personal resolution of practical problems, one cannot be called a true engineer.

For a true engineer, their competency architecture must undergo a three-tier transition: Craftsman → System-based thinking → Systematic solutions. Craftsman is the foundation—absolute sincerity toward facts, profound reverence for standards, rigorous attention to details, and a closed-loop approach to results; system-based thinking is the

as a complete set ensures transmission performance and, more importantly, builds deep customer trust.

Testing Center

Defining Global Quality Standards with Data

Stewart, a consultant at the Testing Center, has over 30 years of experience in design and testing. Starting from the basic principles of V-belts, he systematically introduced the Testing Center's complete technical system of "combining static testing with dynamic testing". Static testing serves as a vital foundation for dynamic testing—ensuring, through multi-dimensional inspection, that the product possesses qualified manufacturing quality before entering dynamic testing; dynamic testing, on the other hand, simulates real operating conditions on dedicated test boards, monitoring key parameters in real time, and enables synchronized data collection across multiple boards. Stewart emphasized that ISO has not yet established life evaluation standards for industrial power transmission belts; Sanlux has been continuously conducting static and dynamic tests since January 2023, dedicated to filling this gap. He proposed a slogan: "Made in China = Tested in China

to global standards developed in China" — using test data to establish technical barriers and international standards to win global discourse power.

Global Strategy

Market Share Jumps in Five Years

Vice President He Shengda systematically outlined the development blueprint for Sanlux for the next five years. The strategy is to follow a path of deep industry cultivation, achieving breakthroughs one by one in vertical sectors such as crushers, fans, and air compressors. Regarding overseas markets, the global market is divided into five major regions: Asia-Pacific, Africa & Middle East, Europe, Americas, and Russia. The positioning of partners is clear—they serve as the official representatives of Sanlux in their respective regions. We already have partners in countries such as Egypt, Indonesia, and South Korea, with benchmark cases including the largest industrial distributor in all of Africa in Egypt with over 30 years of cooperation, and a distributor in Indonesia covering more than 30,000 secondary customers.

What makes this training session special is that the instructors come from the UK, Singapore, and Indonesia, sharing their insights in both Chinese and English—this in itself is a microcosm of Sanlux's globalized team. From brand image to technical solutions, and from testing capabilities to global strategy, Sanlux is employing a comprehensive set of systematic actions to answer a core question: How can the world be encouraged not only to buy Sanlux products, but to trust the Sanlux brand? The answer is: Quality creates value.

SANLUX GLOBAL TRAINING 2026

Connecting the World, Powering the Future

On July 21, 2026, Shaoxing Phoenix Innovation Park — Sanlux 2026 Internal Training Session for Globalization was held here. This session focused on the core themes of "Brand Image - Market Application - Testing Capability - Globalization Strategy", gathering 27 core team members from the China headquarters, the Asia-Pacific region, the Indonesia Branch, and UK consultants from the Testing Center. The participants engaged in in-depth discussions focused on four major directions: brand upgrading, technical solution-based sales, testing center construction, and global market expansion, pressing the "acceleration button" for Sanlux's transition from "Made in China" to an "International Brand".

At the beginning of the session, Mr. He Shengda, Vice President of Sanlux, delivered the opening speech, clarifying the core mission of this training—Sanlux's goal is to become a world-renowned transmission belt brand. This is not only an internal training session, but also a gathering of strategic consensus: Globalization of Sanlux.

Brand Upgrading

Christie, Manager of Sanlux Asia Pacific Pte. Ltd., systematically expounded on the Sanlux global brand image upgrade plan, proposing three core pillars: Premium—building top-tier product strength based on a full industry chain quality system; Refined—using a world-class testing center as quality endorsement; Intentional—taking "Quality Creates Value" as the core brand proposition. The visual identity system has been simultaneously refreshed, adopting a dark gray industrial-style base paired with brand green. Following a minimalist design approach, it is uniformly applied



across all touchpoints, including the official website, brochures, and exhibitions. Christie specifically cited BYD as a benchmarking case: not engaging in price wars in overseas markets, but winning customers through brand trust and technical value.

Technical Solution

Winning Customer Trust Through Engineering Capabilities

Asia-Pacific application engineers demonstrated the practical path of "Technical solution-based sales" through multiple real-world cases. In the pumpjack case, although the unit price of the belt is ten times that of domestic competing products, the price difference can be recouped through energy savings in just three days, making the comprehensive cost much lower than that of the competitors. In the cement plant mill case, the customer originally used 16 single belts with a lifespan of only one month; after replacing them with four sets of four-ribbed joined belts, the lifespan increased to six months, while simultaneously reducing the power consumption current. He also proposed a key insight regarding the package sales of belts and pulleys—substandard pulleys directly lead to belt failure, while selling them



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JETSURF+ The Tide May Recede, but Our Drive Never Fades

Qiandao Lake Event Concludes



Embrace the lake as the realm, ride the waves to rebirth. On July 18, the "JETSURF+" Qiandao Lake "First Wave of Summer" theme activity concluded successfully. This event is hosted at the newly opened JETSURF ACADEMY Qiandao Lake (HappyWave Water Sports Center) in collaboration with the X-Water Diving Hotel. Leveraging core business formats such as indoor surfing, outdoor water sports, and deep diving, and combining them with JETSURF new product test drives and brand merchandise exhibitions, the event breaks the boundaries of single sports. It integrates motorized surfing into daily vacation scenarios, fully interpreting the new "JETSURF+" outdoor lifestyle concept of "Surfing Without Borders, Dynamic Life", and tapping to open a high-end summer water lifestyle of "Sports + Leisure +

Sojourn + Trendy Play".

Ride the Wave, Define the Flagship

At the scene, numerous water sports enthusiasts personally took test drives, immersing themselves in the new product's lightweight carbon fiber material, stable handling performance, and surging racing power. They intuitively witnessed JETSURF's benchmark brand strength, capturing highlight moments of riding the waves this summer.

Chase the Fading Sun, Ride the Mountain Waters

At sunset, the exclusive JETSURF water show begins on time. Riders steered motorized surfboards to complete high-speed sprints, drifts, freestyle slalom, and formation cruising, with their fluid movements kicking up layers of waves. With

the setting sun, mountains, and lakes as the backdrop, speed and waves collide to interpret a landscape sports aesthetic that embodies a sense of power.

Expand the Brand, Enrich the Ecosystem

The brand's full line of peripheral products was unveiled simultaneously, covering professional water sports equipment such as wetsuits, helmets, and goggles; brand drawstring bags, backpacks, and suitcases meet travel storage needs; and a rich variety of portable accessories including brand short-sleeved shirts, baseball caps, badges, hook and loop fasteners, and sports wristbands... covering sports, fashion, and lifestyle scenarios, comprehensively enriching the brand experience ecosystem.

Ride the daytime tides to the fullest; let the

evening fireworks write the next chapter. As the evening breeze blows gently, the trendy market is bustling with excitement. People watch movies by the water and chat in the night air, enjoying a wonderful vacation life amidst the fusion of passionate sports and leisurely, down-to-earth vibes.

A momentary recess, a permanent dedication. In the future, JETSURF will continue to deepen its brand philosophy, integrate diverse outdoor scenarios through cross-border collaboration, refine professional products and immersive services, and break the boundaries of water sports. Upholding the original intention of freedom and passion, we head toward the mountains, seas, and lakes to unleash trendy and relaxed outdoor experiences, interpreting a vibrant and free aesthetic of life on the water.



Static Laboratory Lays a Solid Foundation, Globalization Training Empowers Efficiency Enhancement

In July, the Testing Center advanced key initiatives on two parallel tracks: on one hand, accelerating the implementation of the static laboratory project to complete the full-chain testing hardware layout; on the other, organizing all staff to participate in specialized globalization training and collaborating with overseas colleagues for technical exchange. Hardware development and talent capability advanced in tandem, continuously broadening the Center's technical boundaries and international service capabilities.

The static laboratory construction project achieved substantive milestone progress this month. Once operational, it will complement the existing dynamic testing platform, forming a complete, closed-loop testing system. The Center has adopted a layered and zoned testing layout: the dynamic laboratory focuses on comprehensive power transmission performance verification of belts, simulating various real-world operating conditions to conduct durability, load, and extreme-condition dynamic tests; the new static laboratory specializes in internal structural analysis of belts, raw material physicochemical analysis, composition testing, and other static experiments. The two testing platforms — dynamic and static — work in synergy, enabling integrated assessment of both "external operational performance + internal material structure" of belts. This breaks through the limitations of single-dimension testing and supports the team in conducting comprehensive, systematic, in-depth research on belt performance, providing complete data support for product formulation optimization, structural improvement, and quality upgrades.

In terms of talent development and international exchange, all employees of the Testing Center participated in the company-organized specialized internal globalization training this month. The training curriculum was comprehensive, with all staff systematically studying core content including international frontier market layout strategies and standardized testing technology concepts, further broadening their international technical vision and



unifying global testing and evaluation standards. During the training, participants conducted on-site visits to the Center's high-power dynamic testing equipment and digital data management system, gaining an intuitive understanding of the platform's hardware capabilities and digital management processes.

Concurrently, colleagues from Indonesia visited the Testing Center for technical learning, familiarizing themselves with the complete equipment configuration and laboratory operation system, and observing the entire process of belt dynamic testing on-site. During the exchange session, the Indonesian colleagues engaged in in-depth technical discussions with the on-site British technical advisor, exchanging ideas on overseas operating condition testing requirements, product verification standards across different regions, and comparative analysis of test data, mutually sharing domestic and international testing practices and experience.

The static laboratory construction is steadily advancing, and international technical exchange continues to deepen. Going forward, the Testing Center will closely monitor the construction milestones of the static laboratory; continue to regularize domestic and overseas technical mutual visits and exchanges; and, with a comprehensive dynamic-static integrated testing system and an international professional technical team, provide solid assurance for the company's global market expansion and domestic and overseas product R&D verification.



Belt-Driven Rotary Tiller CX Type Rotary Tiller Special Belt

In modern agricultural production, the straw rotary tiller, as the core equipment for handling crop stubble and achieving resourceful utilization of straw, is playing an increasingly important role. In this efficient agricultural machinery system, the V-belt serves as the "blood vessel" of power transmission, precisely delivering engine power to the working components — truly the core power component of the entire machine. To address the special operating environment and demanding usage requirements of rotary tillers, we have launched the CX Type Rotary Tiller Special Belt.

MATERIAL FORMULA

In terms of material formulation, the CX Type Special Belt adopts a mature EPDM rubber formula, offering excellent resistance to both high and low temperatures. It can operate stably over the long term within a temperature range of -40°C to 120°C, ensuring reliable power transmission whether in severe cold or intense heat.

STRUCTURAL DESIGN

In terms of structural design, the product adopts a cogged fabric-reinforced structure that perfectly fits the idler pulley system. It delivers outstanding high-flex performance, effectively preventing bottom cracking and cog wear, significantly extending service life. At the same time, the stable manufacturing process ensures precise matching of multi-groove pulley set transmission, meeting the strict requirements of high-power rotary tillers for their transmission systems.

With its robust product quality, this series has already been recognized by numerous domestic OEMs (Original Equipment Manufacturers), providing the market with stable and durable product service. Choosing the CX Type Rotary Tiller Special Belt means choosing lasting and stable power assurance for your rotary tiller, helping modern agriculture develop efficiently and sustainably.

Sharpen Skills in Practical Operations, Secure Top Quality through Precision Workmanship

Quality is the foundation of an enterprise's existence and the core confidence for Sanlux to deeply cultivate the field of rubber transmission belts and build its brand reputation. To solidify production process control levels, strengthen the practical operation capabilities of personnel, eliminate superficial assessments, and promote the deep integration of job skills with actual production, the Company's Quality Department recently organized a special practical operation examination for drum wrapping. This initiative aims to hone craftsmanship through real-scene training and build a comprehensive defense line for product quality.

Drum wrapping is the core and key process in the production of rubber transmission belts. The precision and standardization of the process operations directly determine the bonding density, appearance flatness, structural stability, and service life of the product, serving as the core gateway for controlling product quality. This assessment completely breaks away from the traditional theoretical and process-oriented assessment models. It is based entirely on real workshop production scenarios throughout the process, strictly benchmarks against the Company's mass production process standards and quality control specifications, and is conducted in full accordance with front-line production workflows, truly achieving

the goal of "assessment as production, and evaluation as practical operation".

This drum wrapping practical assessment was conducted with reference to the standardized practical evaluation form. The assessment content comprehensively covers the full-process operational specifications of the position and aligns in all aspects with the operational standards for front-line duty. The assessment content covers more than ten core operational items, including preparation before startup, standardized equipment inspection, verification of base rubber and cord materials, and equipment panel operation. The assessment and scoring criteria are clear and detailed, with well-defined rights and responsibilities. From basic attire, tool preparation, equipment operation and maintenance, and material screening, to parameter settings, finished product quality inspection, ledger filling, and post-stage organization and rework, every item is quantitatively scored in strict accordance with post-operation specifications. The focus is on verifying operational standardization, attention to detail, and problem-handling capabilities. At the assessment site, the participating employees strictly implemented the operations item by item according to the evaluation sheet standards and completed the entire set of operational procedures in a standardized manner.

Their operations were steady and proficient, with rigorous control over details, fully demonstrating solid practical job skills and a strong sense of quality responsibility. Adhering to the principles of fairness, impartiality, and rigor, the evaluation team verified and scored each item against the detailed scoring criteria. They provided on-site guidance and corrections for weak links and non-standard operations in the employees' practical performance, accurately helping employees bridge skill gaps and consolidating their standardized operational capabilities.

This drum wrapping practical assessment, centered on authentic job operation standards and supported by a comprehensive and detailed practical evaluation system, comprehensively tested the Quality Department employees' standardized operation capabilities, equipment control proficiency, material identification skills, and abnormal issue handling abilities. It thoroughly avoided the disconnect between assessment and production, truly achieving the assessment objectives of promoting learning and practice through testing, and enhancing quality through practice. Through this comprehensive, full-process practical assessment, the post-operation procedures have been further standardized, the operational quality standards have been unified, and

the quality awareness and practical skills of all staff members have been effectively strengthened. In the future, the Quality Department will continue to be guided by job practical operation standards, strictly implement standardized operation management, and rigorously control the quality of every process. With rigorous craftsmanship, the Department will fortify the foundation of product quality, continuously empowering the improvement and upgrading of the Company's products and the high-quality development of the enterprise.



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.

A Thirty-three-year Journey of Walking Side by Side Echoes of Time: My Story with Sanlux

A few days ago, during a conversation with Manager Wu Jie from the Sales Department, she suggested whether I, as a long-standing distributor, would be interested in writing a story about my journey with Sanlux. Reflecting on the thirty-three years spent with Sanlux, they have become more than just business partners; I feel they are like friends. Thus, I have written down a few anecdotes to reminisce and serve as a commemoration.

I remember it was 1993, during a hot summer just like this one, when Ping Jinfang, a veteran salesman from the factory, came to our shop; at that time, the Company was still called Shaoxing Hose & Belt General Factory. To this day, I still clearly remember that he was a composed middle-aged man, dressed in a neat and simple outfit; in particular, the crisp white shirt he wore on his upper body appeared exceptionally clean and tidy under the sunlight, bringing a remarkable sense of inner peace amidst the irritable midsummer weather. I invited him to sit down for tea and a chat. He took three Sanlux belts—types O, A, and B—out of his satchel and placed them on the table. He gave a detailed introduction covering everything from the base rubber to the cords, and from the carcass to the wrapping fabric and production processes. He spoke in a slow, deliberate, and calm manner that gave people a sense of reliability. I compared the samples brought by Lao Ping with belts from other brands in my store, and with a "give it a try" attitude, I placed our first order. In the blink of an eye, this trial has lasted thirty-three years.

In the early days, Sanlux quickly broke into the market by virtue of its excellent cost-performance advantage, and its sales volume increased significantly compared to the market share of other brands. But the business world is like a battlefield, and sometimes one must face unexpected disasters. It was 1995 when, due to a report from a competitor (at that time, this was common across all industries, with everyone reporting one another), the Bureau of Quality and Technical Supervision and the Consumers Association conducted a joint surprise inspection and sealed our warehouse. The quality is certainly not an issue, but they simply won't unseal it, citing reasons like "no labeled production date" and "no Chinese labeling" by strictly following the book. At that time, the entire belt industry was not implementing this standard! My repeated explanations were to no avail, and the other party immediately demanded an exorbitant fine of RMB50,000. After several rounds of difficult bargaining, the amount remained stuck at RMB16,000. Just as I was at my wits' end, the former Chairman called. I still remember that calm and concerned voice: "Xiao Xie, don't worry. I heard about your situation. The warehouse needs to be unsealed as soon as possible; the factory will reimburse you for this 16,000. As long as the goods can be sold, the money can be earned later!" This heartwarming phone call not only solved my urgent problem but also allowed me to feel the warm and responsible spirit of the former Chairman, making me realize that the Company is a solid backbone for us distributors.

The year 2008 arrived, and with the Company's successful public listing, its brand awareness increased, and its products became top sellers. Distributors are undercutting each other's prices, and cross-regional unauthorized selling is intensifying. It is infuriating to have such internal friction among our own people, yet we feel helpless to stop it. The belt industry itself is a traditional market characterized by intense competition and high-volume, low-margin sales; price-cutting among one's own products has severely undermined confidence in channel development. At a critical moment, Mr. Shi Xingquan, Director of the Sales Department arrived in Fujian and convened all

distributors for unified coordination. Through reasonable regional division and control, he guided everyone back to their proper positions and returned to the essence of business profitability, encouraging them to deeply cultivate channels within their respective regions. This initiative has stabilized the price system and strengthened trust among distributor partners, ensuring that energy is no longer wasted on pointless mutual undermining, which allows the market to develop steadily in a healthy direction. Judging from this coordination, it can be said that the Company is sparing no effort in protecting the interests of its distributors; only mutual trust is the cornerstone of a win-win situation.

Today, under the leadership of Chairwoman Wu Qiongying, the Company is adopting a new perspective and a new pattern. By using the warm title of "Partner", it proposes a vision of beauty of building a "Forest Ecosystem" for multi-party win-win results. The new blueprint, planned with a new strategy of embracing AI and deploying digital platforms, is well worth the anticipation.

Times are changing, and so are the ways of transmitting power. As a "long-term partner" of Sanlux for thirty-three years, I am sincerely heartened by the Company's breadth of mind and vision. We hope to follow the new strategy, integrate into the new strategy, and set out once again. Deeply rooted in the local soil of Zhangzhou, we quietly act as an old tree in this forest—one that strikes deep roots and stands the test of time.



Xie Hengzhou

Ronghua Store of Zhangzhou Xiangcheng Hardware, Electrical & Chemical General Shop has been partnered with Sanlux since 1993. Over thirty-three years of journeying together through thick and thin, it has grown from an initial trial sale of just three belts to becoming a core regional distributor. During this period, we weathered a quality inspection crisis with the full support of the former Chairman and navigated market chaos through the Company's timely coordination, consistently moving forward in unity with Sanlux. Today, closely following the new "Forest Ecology" strategy proposed by Chairwoman Wu Qiongying, we are rooting ourselves in the local soil of Zhangzhou, nurturing our partnership with long-term dedication, while forging a new chapter of collaboration.

Quality creates value

Deepen Standardization, Fortify Safety Barriers

Standardization is the cornerstone of a company's steady development and the core lever for regulating management, improving quality, and increasing efficiency. This month, the overall work of the Supply Chain Department focused on the construction and implementation of a standardized system. It coordinated the advancement of key tasks, including policy improvement, quality enhancement of warehouse management, and safety production assurance during the summer, empowering the high-quality development of the Company through standardized and refined management.

The standardization of policies and regulations is the top priority of this month's work. Nothing can be accomplished without norms and standards; a sound standard system is the fundamental guarantee for the efficient operation of an enterprise. This month, the Supply Chain Department closely followed the Company's overall strategic deployment, focusing on key links such as daily operations, position tasks, and internal management, to systematically advance the sorting, compilation, and optimization of work and management standards. In terms of establishing work standards, based on the actual operational processes of each position, we refine the job responsibilities, operating specifications, workflows, and quality requirements for every role. By identifying the key challenges and risk points in positional operations, we develop practical and highly implementable work standards that align with production practices, thoroughly eliminating issues such as operational randomness and non-standardized processes.

In terms of establishing management standards, the Supply Chain Department, in collaboration with the Quality Department, Production Department, and Finance Department, has coordinated the optimization of raw material warehouse standards. This initiative aims to address management shortcomings, optimize management processes, unify management specifications and assessment standards, and build a standardized management system with clear responsibilities, regulated processes, and effective controls. Through repeated discussions, item-by-item refinement, and multi-party reviews, we ensure that all standards are scientifically rigorous, practical, and comprehensive. These standards not only align with the Company's current development status but also provide a solid institutional basis for subsequent standardized management, normalized assessment, and refined operations, driving the transformation of company management from "experience-based" to "standardized, institutionalized, and normalized".

While improving policies and standards, the Department has focused its efforts on deepening the implementation of warehouse management policies, empowering the quality improvement and upgrading of warehousing management through standardized policies. As the core hub for material storage, circulation, and production support, the standardization of warehouse management directly impacts production efficiency and cost control. This month, we abandoned the management pitfall of "emphasizing formulation over implementation" and focused vigorously on the effective execution of various warehouse management policies. We carried out normalized implementation supervision and inspection work focusing on core policies such as material warehousing acceptance, classified storage, ledger registration, outbound requisition, inventory counting, and moisture and fire prevention.

Through methods such as dedicated personnel inspections, regular verifications, and specialized rectifications, the operational behavior of warehouse personnel is standardized, and non-compliant operations in daily management are corrected. The full-process management of materials is refined to ensure that material warehousing is registered, storage is standardized, requisitions are recorded, and inventory is verified, effectively eliminating problems such as cluttered materials, discrepancies between accounts and physical stock, and material waste. At the same time, we have optimized daily warehouse management processes, clarified the warehousing management responsibilities of each position, and integrated standardization requirements into every link of daily warehouse operations. This aims to comprehensively enhance the standardization, efficiency, and safety of warehousing management, providing a solid material guarantee for the orderly development of the Company's production work.

In the height of summer, as high temperatures persist, the Supply Chain Department has implemented comprehensive heatstroke prevention and cooling measures in advance to effectively ensure the physical health of all employees and build a solid defense for production safety. Multiple measures have been taken to safeguard production safety and employee health. In the early part of this month, the bulk procurement and stockpiling of various heatstroke prevention and cooling supplies were completed. Sufficient reserves of industrial fans, cooling ice blocks, Huoxiang Zhengqi liquid, salted soda water, and other anti-heatstroke materials were prepared in advance to ensure comprehensive coverage of high-temperature workplaces, including production workshops, warehouses, and operational areas. In response to high-temperature working environments, fan equipment was installed and commissioned in a timely manner to ensure adequate ventilation and heat dissipation in the work areas; cooling ice blocks are delivered at regular intervals based on daily temperature fluctuations to effectively reduce the operating temperature in the workshops. At the same time, a normalized distribution mechanism for heatstroke prevention supplies has been established to collect salted soda water and heatstroke prevention medicines for front-line employees on time, ensuring that every employee can receive heatstroke prevention supplies in a timely manner.

This month, all tasks were grounded in fundamentals, focused on standardization, and strictly implemented. Moving forward, the Supply Chain Department will continue to take standardization construction as the core thread, continuously optimize the system of rules and regulations, and strictly enforce their implementation. We will carry out production safety and employee protection work on a normalized basis, continuously address management shortcomings, and improve management quality and efficiency. With more standardized management and a more solid work style, we will steadily promote the improvement of quality and efficiency in all operations of the Company, contributing to the continuous, healthy, and stable development of the enterprise.



Embrace Change with Courage, Grow with Joy

2026 "Transformation and Growth Camp of Little Sanlux Warriors" is Now Open

In the midsummer of July, the sun is like fire, yet it cannot deter the children's infinite yearning for growth and exploration in their hearts. On the early morning of July 8, the Phoenix Innovation Park was filled with a vibrant atmosphere as the highly anticipated "Transformation and Growth Camp of Little Sanlux Warriors" opening ceremony was held here. This also marks the official commencement of the highly anticipated "2026 Little Migratory Birds Summer Camp".

At 8:00 AM sharp, the bus filled with laughter and joy departed on time from the Sanlux factory area, safely delivering a group of lively and adorable little Sanlux warriors to the Phoenix Innovation Park. As soon as they got off the bus, the children's faces were filled with excitement and anticipation. Under the patient guidance of the instructors, they quickly and orderly lined up and checked in.

This check-in featured an ingenious "Growth Tree Painting Check-in" format. With their innocent brushstrokes, the children painted their own colors and dreams onto the "Great Tree" that symbolizes growth, with every stroke filled with aspirations and expectations of beauty for this growth camp.

After the check-in was completed, serious and fulfilling discipline training commenced immediately. Under the instructor's commands, the children straightened their backs, listened attentively to the disciplinary requirements, and learned the formation standards. Through discipline training, children are not only helped to quickly integrate into collective life, but also provided with a solid foundation of behavioral norms for their upcoming summer camp journey.

After the disciplinary training, the opening ceremony officially began. Amidst the stirring strains of music, the flag presentation ceremony was solemnly conducted. As the vibrant camp flags were handed over to the student representatives of each class, the entire venue erupted in enthusiastic applause. This flag represents not only honor and responsibility but also symbolizes the official launch of the "2026 Little Migratory Bird Summer Camp", signifying that the transformation journey of the little Sanlux warriors has officially set sail.

After the ceremony, the young students from each class sat together in a circle, engaged in a lively discussion, and personally formulated the class rules for their respective classes. With everyone chiming in, phrases like "be united and friendly", "help each other", and "obey discipline" emerged... One by one, class rules filled with childlike innocence, yet a sense of seriousness were born under the children's pens. These represent their commitment to collective life and the beginning of their self-management.

Little Sanlux warriors are transforming and growing. The opening of this Little Migratory Birds Summer Camp not only provides a platform for children to enrich their vacations, exercise their abilities, and make friends, but also reflects Sanlux's deep care for its employees and their families. We believe that in the days to come, these "Little Sanlux warriors" will surely reap knowledge, friendship, and growth in the fertile soil of Phoenix Innovation Park, spending an unforgettable and meaningful summer and completing a beautiful transformation. Wishing all the little Sanlux warriors a brave transformation and happy growth here!

Spring Cultivation Leads Afar; Steadfast Actions Create Anew

Successful Conclusion of the 14th "Ivy Program" New Employee Evening Reading Camp of Sanlux

Every moment spent reading at a desk is a gathering of strength for deep-rooted growth; every journey taken side by side is a transformation of mutual commitment. Lasting for two months, the 14th "Ivy Program" New Employee Evening Reading Camp of Sanlux has successfully concluded. In this training, 12 new employees from Shaoxing and 9 from the Tiantai Production Base simultaneously completed 48 days of evening reading and study. Through classic research, exchange and sharing, and practical accumulation, all trainees achieved a dual transformation in thinking and behavior, delivering an impressive growth report.



Breaking the Ice, Sailing Together: Connecting Hearts for Shared Growth

At the beginning of the camp, fun "Four-leaf Clover" ice-breaking activities were carried out simultaneously in both locations. The four leaves of the clover symbolized the multi-dimensional aspects of growth, quickly dissolving the initial awkwardness and restraint among new employees. Everyone sat together, chatting and interacting in a relaxed atmosphere, building bonds of connection amidst laughter and joy.

In the early stages of learning, many trainees appeared slightly constrained and nervous when checking in or sharing; as the daily evening reading sessions became normalized, everyone gradually opened up, actively exchanging learning insights and boldly taking the stage to express their views. A relaxed and inclusive team atmosphere has built a solid emotional foundation for subsequent long-term shared reading and cross-post collaboration, enabling trainees from both Shaoxing and Tiantai to simultaneously establish a sense of collective belonging.

Delving into Classics for Timeless Wisdom; Integrating Heritage to Cultivate Talent

This session of the evening reading camp has uniformly selected three major learning vehicles—The Great Learning, Communication Training Camp, and The 7 Habits of Highly Effective People. Centering on the three core modules of Sinology self-cultivation,

workplace communication, and self-management, it aims to build a standardized and systematic growth path for new employees in both locations.

Daily reading and smiling check-ins are not formalized tasks, but rather a process of accumulation over time. Trainees from both locations persisted in daily evening reading sessions from 17:00 to 17:30. The overall attendance rate for this term was excellent, with almost no absences, fully demonstrating the high enthusiasm for learning among the new employees. Every on-site sharing session and online exchange allowed everyone to complement each other's weaknesses, share experiences, and achieve collective progress. Meanwhile, offline team-building activities are interspersed throughout the camp period to deepen emotional connections among members outside of work, further strengthening team cohesion.

Conclusion & Reflection: Embracing Transformation, Charting the Path Forward

After 48 days of persistence and accumulation, the moment of harvest has finally arrived. The Shaoxing headquarters and the Tiantai production base held their respective closing report sessions. Trainees from both locations took the stage in turn to review their changes and growth during the learning period in the context of their specific positions and daily work, transforming textbook theories into authentic workplace insights.

Xu Li, the class advisor from the Shaoxing

headquarters, and Chen Xiaojun, the class advisor from the Tiantai Production Base, provided concluding comments for this closing ceremony. Both advisors conveyed the core message shared by Teacher Wang Weiwei at the opening: "The evening reading camp is not just a simple check-in; it is about planting a seed of growth in everyone's heart".

Class advisor Xu Li shared the corporate cultural heritage of lifelong learning at Sanlux in the Shaoxing venue, mentioning the Company's top-down learning atmosphere: the Chairman takes the lead in deep learning, and employees extend good habits into their daily lives. The platform consistently insists on providing long-term growth channels for employees, with advanced growth platforms such as Learning Organization planned for the future to encourage trainees to remain deeply rooted.

Chen Xiaojun, the class advisor of the Tiantai Production Base, combined the characteristics of front-line production positions to urge trainees to implement the results of self-cultivation and efficient learning into workshop production, while strictly adhering to the bottom line of quality and safety.

Celebrating Success: Recognizing Outstanding Trainees by Overall Performance

Both closing ceremony sites adopted unified and rigorous comprehensive evaluation rules to objectively and comprehensively assess the overall performance of the trainees.

Based on a comprehensive evaluation, the Shaoxing headquarters selected Xu Yiheng as the outstanding trainee of this session. The class advisor presented the certificate and prize on-site, capturing the moment of glory.

The Tiantai Production Base simultaneously selected an outstanding trainee—Wang Ying, and presented the honorary certificate on-site.

The award ceremony was filled with enthusiastic applause and a strong sense of ritual, which not only recognized the persistence and growth of outstanding trainees but also inspired all trainees to take these benchmarks as examples and continue to strive for excellence.

The 14th "Ivy Program" New Employee Evening Reading Camp has officially concluded, but the journey of lifelong learning never stops. Spring plowing and sowing, waiting quietly for roots to take hold. This simultaneous training in two locations allowed the production frontline in Tiantai and new employees at the Shaoxing headquarters to absorb cultural nutrients and complete their self-transformation in synchronization. May all new employees of Sanlux remain true to their original aspiration for knowledge, persist in normalized self-directed learning, cultivate deep roots in business foundations, and broaden the boundaries of personal growth. May you empower long-term career development through continuous learning, align your heart and path with the Company, and join hands to head toward a brand-new future!

Strengthening Foundations through Party Building Leadership, Fulfilling Missions by Eradicating Drug Sources

The Party Branch of Xishuangbanna Lubo Rubber Co., Ltd. was Awarded the Title of "Advanced Grassroots Party Organization of Mengla County"

On July 1, 2026, Mengla County held the "Two Excellence and One Priority" Commendation Conference to celebrate the 105th anniversary of the founding of the Communist Party of China. The Party Branch of Xishuangbanna Lubo Rubber Co., Ltd. was awarded the honorary title of "Advanced Grassroots Party Organization of Mengla County" by the CPC Mengla County Committee. Following its recognition as an Advanced Grassroots Party Organization by the County Party Committee's "Two New" Organizations Working Committee in 2025, the Branch's Party building work has once again received commendation.

The Company's Party Branch adheres to the guidance of Xi Jinping Thought on Socialism with

Chinese Characteristics for a New Era, firmly grasps the main work line of "focusing on Party building around development and improving services through effective Party building", and promotes the transformation of Party building advantages into practical results for corporate development and border drug control efforts. Regularly conduct featured theme Party Day activities: Collaborate with multiple departments to carry out the "I am here to guard the border" activity to express gratitude to frontline personnel involved in strengthening border defense and consolidation; partner with the Mohan Border Inspection Station to host the "Police-Enterprise Unity for Development" joint construction activity to build synergy for cross-border

anti-drug co-governance; proactively coordinate with the Social Work Department of the County Party Committee and the County Business Industry Party Committee to implement various requirements for the standardization and normalization of Party branches.

The Branch adheres to the deep integration of Party building with its core overseas anti-drug business, upholding the core concept of "serving anti-drug efforts through alternative planting and eradicating drug threats through source governance". It has established a large-scale rubber alternative base in Phongsaly, Laos, transforming the combat effectiveness of the Party Organization into practical strength for overseas crop substitution, source eradication, and border

stabilization and consolidation.

This honor is a full affirmation by the County Party Committee of the Company's effectiveness in Party building of non-state-owned enterprises and cross-border drug control performance. Moving forward, the Party Branch will take this as a new starting point to continuously strengthen the construction of grassroots organizations. It will promote the deep integration of Party building with alternative planting, drug control and prevention, and social responsibility, while continuously consolidating the achievements of poppy cultivation prohibition, contributing "Lubo" strength to the creation of a China-Laos cross-border drug control community.