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SANLUX Phoenix Institute





Engineering with Evidence

Phoenix Engineering College Launches Its Third Training Program

Three Key Upgrades to the Third Training Program

Phoenix Engineering College has always built its programs around three principles: staying close to the business, tackling real projects, and combining learning with hands-on practice. Experience from the first two programs highlighted several areas for improvement. Classroom instruction and one-off coaching alone did not always translate into effective application on the front line. Mentors were sometimes brought in too late, milestone assessments lacked sufficient rigor, and expectations for engineering talent were not clearly defined. With these lessons in mind, the third program retains the College's focus on real-world projects while introducing three key upgrades.

I. A stronger mentor team. Sanlux senior executives and department heads have joined professors from China Jiliang University and industry experts in quality management to form a multidisciplinary mentor team that brings together business expertise, academic knowledge, and hands-on experience. The new team understands both the business itself and the methods needed to solve real-world problems, addressing gaps identified in the earlier programs.

II. A more integrated development model. The third program follows a closed-loop development model that combines classroom learning, hands-on project work, continuous mentor coaching, and milestone presentations and assessments. Each of the five project teams is assigned a dedicated mentor who provides guidance throughout the entire project lifecycle, from project initiation through completion. This ensures that progress stays on track at every stage and that project outcomes are measurable.

III. A broader approach to talent development. The third program is designed to strengthen participants' technical expertise, management skills, and ability to collaborate in parallel. The goal is to develop high-caliber technical professionals with a broad mix of capabilities and build a strong talent pipeline to support Sanlux's continued high-quality growth.

With the new approach in place, Phoenix Engineering College launched its third training program on September 23 and 24 with a two-day session held in the training room on the 12th floor of Phoenix Innovation Park. The two-day program comprised 12 hours of learning across three key areas: a session on the engineering mindset, project initiation defense, and a hands-on workshop on project management essentials. All participants in the third program were divided into five project teams, beginning a hands-on learning journey that combined training with real project work.

Opening First Session: What Defines an Engineer in the AI Era?

Following the opening ceremony, Ms. Wu Qiongying, the Chairwoman of Sanlux, delivered the first session, The Engineering Mindset in the AI Era.

She opened with a question of the era: The AI era presents two seemingly contradictory realities: it gives everyone access to many of the same tools, yet it can also rapidly widen the gap between people depending on how effectively they use them. When AI can already generate answers and propose solutions, the more important question becomes: What can you do to improve the actual outcome? Ms. Wu shared her view that the future shop floor will need two kinds of professionals: skilled craftspeople who keep operations stable, and engineers who can identify abnormalities, validate improvements, and continually advance standards. "Engineers grow out of skilled craftspeople. They are craftspeople with systems thinking and the ability to develop systematic solutions."

Building on this idea, the session focused on four core elements of the engineering mindset: evidence-based thinking, systems thinking, reliable delivery, and shared growth.

One of the most memorable parts of the session was a hands-on exercise involving three problem belts returned by customers. Each team examined the belts in turn, checked the relevant criteria, developed hypotheses, and looked for supporting evidence. They then analyzed each issue in four parts: symptom, basis for assessment, cause, and corrective action. This was evidence-based thinking in action, a core principle reinforced throughout the session. As the session repeatedly stressed, symptoms, assessments, and causes must be clearly distinguished. Participants were encouraged to "form hypotheses boldly, but verify them carefully." Simply saying "increase inspections" does not constitute a standard. A workable standard must clearly define when it applies, what actions to take, the basis for assessment, how exceptions should be handled, who is responsible, and which version is in effect. Only after it has been tested and verified on site can it truly be considered ready for implementation.

Project Initiation Defense: Five Teams Take On Real Business Challenges

On the afternoon of September 23, the five project teams took turns on stage for project initiation defenses and discussions centered on their respective real-world business projects. The defense sessions went far beyond routine presentations. Teams were repeatedly challenged to sharpen their thinking: a problem is the gap between the current state and the desired state, and that gap must be supported by facts and data. A project should have only one core objective, with all other objectives serving as supporting objectives derived from it. Purpose, objectives, and methods must also be clearly distinguished from one another.

During the discussion, the pilot production base project underwent an important realignment under Ms. Wu's guidance. The team had initially focused on shortening production changeover time, but was guided back to the underlying business need: ensuring stable production launches for new products and providing the manufacturing team with practical validation standards. Once the direction was clear, the problem itself became much easier to define. "Slow down to speed up." Taking the time at the outset to clarify the objective and fully understand the problem is often the fastest way to move the project forward. After each team completed its project initiation form and received approval, the projects were formally launched.

Hands-On Workshop: Practical Tools for Better Project Management

On September 24, instructor Li Xiao led a full-day hands-on workshop titled Project Management Essentials. The two sessions, held in the morning and afternoon, totaled six hours and covered 15 practical management tools and four complete manufacturing case studies.

The workshop opened with four common ways manufacturing projects go wrong: starting projects without formal planning, missing key stakeholders, tracking progress only through follow-ups, and handling changes reactively. Each one reflected a familiar pain point in day-to-day work. The tools that followed were introduced step by step. They included a one-page project charter, stakeholder mapping, work breakdown structures (WBS), the four key elements of a work package, milestones and critical paths, three-point estimation, a RACI responsibility matrix, and a one-page weekly report. Each tool came with a ready-to-use template that participants could adapt to their own projects right away.

The WBS group exercise was the most challenging part of the workshop. Each of the five project teams broke its project down into a two-level task structure and presented it to the group, with the instructor providing feedback to each team. Some teams were asked to reorganize their tasks according to the sequence of activities, some were advised to change "construction" to "assessment," and some were praised for breaking their projects into five stages: "A solid five-stage breakdown. When you do not yet know the method, imitation is often the fastest way to learn." The exercise also highlighted an important lesson: if a project cannot yet be broken down clearly, more work needs to be done before execution begins. At the end of the workshop, each team received a 30-day action plan. Over the following month, each team are expected to complete their project initiation planning, while each project leader will submit a one-page weekly report every Friday.

The Third Training Program's Project Teams: Five Projects, Five Real Challenges

The five project teams in this session's training program are all working on real challenges from the front lines of the company's operations and manufacturing. From production-line upgrades and shipment assurance to pilot production and improvements in vulcanization capacity, every project points in the same direction: turning experience into standards, standards into capabilities, and improvements into real results on the front line.

This training program follows a three-stage approach combining training, consulting, and on-site coaching. It begins with concepts and methods, moves on to practical tools and solutions, and ultimately turns them into action and results. The opening of the program is only the beginning. In the weeks ahead, the five project teams will return to the front line with real problems to solve. Every one-page Friday report, every review, and every round of validation will mark another step in their journey of evidence-based problem solving.

Deliver results. Build lasting capabilities. Develop people. We look forward to seeing the participants in the third training program deliver their own answers as engineers. See you at the closing ceremony.



What is the "New Sanlux Force"?

"New Sanlux Force" (Xin Shili) is how Sanlux addresses the new generation of young professionals. Unlike the fast-paced internet track, growth in manufacturing is more about settling down, accumulating steadily, and growing with resilience. Here we pursue no overnight success: young people are encouraged to refine themselves on the front lines of technology, production and marketing, put what they have learned into the real industry, take root steadily in the soil of the industrial world, and grow upward together with the enterprise.

Open Positions

- Production Management
  - Production Management Trainee (Chemical Engineering / Mechanical)
  - Mechanical Engineer (Mechanical)
- R&D Technology
  - Mechanical Engineer (Mechanical)
- Marketing & Functions
  - Sales Engineer (All majors, engineering preferred)
  - Application Engineer (Rubber, Materials, Mechanical)
  - Accounting Assistant (Finance / Accounting)
  - Management Trainee (No restriction)

Career Development

Sanlux is among the first in the industry to establish a systematic and distinctive job qualification system, offering employees dual development tracks in management and professional expertise. Through continuous learning and practice, talents stand out, with a capability-enhancement platform built for employees at all levels.

Benefits & Perks

Housing benefits | Talent subsidies | Birthday benefits | Meal allowance | Statutory holidays | Continuing education | Dinner for overtime work | Marriage leave | Book club | Social insurance & housing fund | Bereavement leave | Team-building trips

Recruitment Process

Resume Submission → Interview → Evaluation → Offer Letter → Tripartite Agreement Signing

How to Apply

1. Visit our official website at www.sanlux.com;
2. Name your resume in the format of "Name + Major + Position + Contact Info" and send it to recruit@sanlux.com;
3. Search "Sanlux Recruitment" on the recruitment app and apply directly;
4. For telephone inquiries: 15807092645 (Ms. Yu)

There is never just one answer to growth.
May you bring your passion to the real world,
polish your craft with focus, and keep growing upward.
We look forward to meeting you!



Two Worlds of Speed, One Shared Passion

JETSURF Makes Its MXGP China Debut

From September 11 to 13, Shanghai hosted the China round of the 2026 FIM Motocross World Championship (MXGP). JETSURF, a global leader in motorized surfing, made its first crossover appearance at MXGP. Bringing the "JETSURF+" philosophy to the event, the brand connected land and water sports and joined MXGP in celebrating the spirit of racing at the limit, bringing the raw performance appeal of motorized surfing to the world of motocross.

/ BORN FOR FUN /

Dirt or Waves: One Shared Passion and Belief

One powers across dirt tracks and tackles rugged terrain; the other cuts through waves and open water. The arenas may be different, but they share the same passion and much of the same spirit at their core.

As a world-class motocross championship, MXGP represents the highest level of off-road motorcycle racing. JETSURF, meanwhile, has spent years pioneering and advancing motorized surfing and has become a leading force in the sport. Both share a drive to push mechanical performance to its limits and pursue a seamless connection between rider and machine. Both also put riders' control, concentration, and ability to react to changing conditions to the test.

Whether on dirt or water, the same spirit comes through: challenging yourself, pushing the limits, and embracing the freedom and diversity of outdoor action sports.



"JETSURF+": Beyond the Water, Bringing Sports Together

JETSURF's appearance at MXGP marked another step in bringing the "JETSURF+" philosophy to life. The "+" is about crossing boundaries, taking the sport into new settings, and bringing different action-sports communities together.

By teaming up with MXGP, JETSURF continued to move beyond the water. JETSURF-developed motorcycles and motorized surfboards appeared together at the event, linking off-road riding with motorized water sports and introducing motorized surfing to a wider action-sports audience. The crossover gives enthusiasts more varied and contemporary ways to enjoy sport.

Boards, Gear, and More: JETSURF Performance on Full Display

At the exhibition, JETSURF showcased multiple flagship motorized surfboards, covering classic racing and cruising models. This comprehensive display highlighted the brand's top-tier carbon fiber craftsmanship, proven power systems, and meticulous manufacturing, giving outdoor sports enthusiasts an up-close look at the raw performance appeal of motorized racing on water.



In addition to its core water sports equipment, the booth also featured professional helmets, goggles, wetsuits, branded T-shirts, pins, and other accessories. JETSURF-developed motorcycles were also on display, creating a more complete sports equipment experience. Combining competition-ready performance with practical design, the products showcased both JETSURF's solid professional expertise and its contemporary style.

Reaching New Audiences, Expanding the JETSURF Community

MXGP brings together a broad mix of motorcycle enthusiasts, racing fans, and outdoor action-sports enthusiasts. Throughout the three-day event, the JETSURF booth remained busy, with many motocross and outdoor-sports fans stopping to learn more about motorized surfing.



Through the international reach of MXGP, JETSURF connected with high-potential new audiences and introduced more land-based racing enthusiasts to motorized surfing, further strengthening the brand's awareness and influence within China's action-sports community.

The roar on dirt never stops, and neither does the passion for the waves.

The "JETSURF+" journey continues.

Breaking boundaries, discovering new ways to experience sport,and following the passion wherever it leads. See you on the waves.



Testing Center Enhances Capabilities Through International Technical Exchange





In September, the Testing Center focused on two key priorities: enhancing equipment capabilities and advancing international technical exchange. The center completed several key initiatives, including on-site commissioning of the high-power testing platform, specialized training on the camera system, and on-site technical support for the static laboratory. These efforts further strengthened the platform's operational reliability and the center's professional service capabilities.

In early September, representatives from Cambridge Dynamics Ltd. (CDL), UK, visited the Testing Center to conduct on-site commissioning of the 3D-printed polymer bearing and motor bracket system previously installed by the BTW Suzhou team. Initial progress was achieved during the commissioning process. Based on issues identified on site, CDL is further refining the design drawings to prepare for subsequent structural modifications. Meanwhile, the BTW Suzhou team reinforced the equipment motor structure, effectively improving equipment operating performance and creating the conditions for regular testing. The high-power testing platform is steadily moving toward operational readiness.

In terms of equipment capability enhancement, the CDL technical team provided specialized training on the Testing Center's camera system. The training covered installation, commissioning, and daily operation, with on-site assessments conducted to evaluate learning outcomes. This ensured that Testing Center personnel could independently complete camera system installation, commissioning, and daily operation. The training enhanced the team's independent equipment operation and maintenance capabilities, providing support for standardized management of future testing processes.

In late September, Stewart Queen, a UK consultant to the Testing Center, visited the site for exchange and guidance. Stewart Queen reviewed the construction progress and finishing quality of the second-floor static laboratory and provided improvement recommendations based on actual usage requirements. In addition, in response to customer requirements for belt testing, Stewart Queen designed pulley system configurations based on actual application scenarios, improving the alignment between the test rig and customers' operating conditions and laying the technical foundation for future testing tasks.

Throughout September, the Testing Center continued to enhance its operational reliability and professional service capabilities through coordinated efforts in international technical exchange, equipment commissioning and optimization, and team training. Looking ahead, the Testing Center will proceed with equipment structural modifications as planned, accelerate the launch of the static laboratory, and further strengthen the overall capabilities of the dynamic testing platform, providing more professional and reliable technical support for product development, quality improvement, and market expansion.

High-Performance EPDM Industrial V-Belt

Product Features

1. Brand-new EPDM base material with excellent heat and cold resistance, suitable for long-term use from -40°C to 120°C.

2. Reinforced with high-performance wear-resistant fibers, it withstands over 20,000 flex cycles, delivering high wear resistance and anti-static performance.

3. The all-new structural design ensures a more rational and uniform force distribution across the belt, extending its service life.

Applications

Suitable for all industrial power transmission applications, the belt shows particularly outstanding performance in high-load, high-demand fields such as air compressors and crushers — especially where the transmission system is subject to strict requirements on space and wear resistance.

Product Performance

1. Compared with the original structure, an additional layer of top fabric is applied to the belt surface, increasing tear strength by 5% and preventing belt blooming.

2. The dynamic service life of the high-performance EPDM industrial V-belt is more than three times that of conventional products.

Production Range

Length range: 500 Li to 5004 Li
Note: Customization available upon customer request.

Product Highlights

EPDM · Wear-Resistant Fiber · Anti-Static



Quality creates value

In Sync, Episode 2
From the Edge of the Room to the Heart of the Henan Market





About the Series

In the industrial products business, some relationships last far longer than a transaction. They may begin with a single order, grow through meeting after meeting, and eventually become lasting partnerships built on trust and shared growth.

In Sync is Sanlux's ongoing in-depth interview series, created around one simple idea: conversations with people who have stayed the course with us. Each episode features a partner who shares Sanlux's vision and values—whether a customer, ally, or collaborator. Here, we step away from the noise of products and promotion and focus instead on lasting relationships between people and the sense of connection that grows over time.

This Episode

Episode 2 turns the spotlight on a native of Wenzhou, Zhejiang.

Born in the 1980s and shaped by Wenzhou's pioneering entrepreneurial spirit, he started out in a seat at the edge of the room. Determined to earn the opportunity to take over the Henan market, he wrote a letter promising to triple sales within three years. Three years later, what became of that promise? And can Henan become the "model market" he envisioned? And can Henan become the "model market" he envisioned?

Our Guest

Zhang Zheng — a native of Wenzhou, Zhejiang, born in the 1980s, and Sanlux's distributor for Henan Province.

At the beginning of the partnership, one letter earned him three years to prove himself. Three years later, the market he built earned him everyone's trust. As he puts it: "Sales is simple. What works is doing the basics, day in and day out."

What We Talk About

The conversation unfolds around four themes:

· Getting closer: Why would someone from Wenzhou choose a seat at the edge of the room, then take the initiative to step forward?

· Making a promise: Why did Ms. Wu believe the letter in which he wrote, "Give me three years, and I'll give you a thriving Henan market"?

· Delivering on it: Over those three years, what was harder to build—a team or a customer base?

· What comes next: From turning Henan into a model market to expanding ADVANTEC online, working with OEMs, and using AI to improve efficiency, what is Zhang Zheng's next move?

Highlights from the Conversation

Back in 2017, I wanted to transform my company, and Sanlux happened to be holding a training event. I asked a friend to say I was his driver or accountant. I told him I'd be fine sitting at the edge of the room.

I knew where the problems were, so I was confident I could triple sales in three years. In the letter, I wrote: "Give me three years, and I'll give you a thriving Henan market."

He says he is best at painting a big picture. Plenty of people can do that. Zhang Zheng is one of the few who can actually make it happen. The boldest vision is one you believe in first—and then bring everyone else along until it becomes real.

Sales is simple. What works is doing the basics, day in and day out.

These three years in Henan are not the finish line. They are the starting point for what comes next. Markets do not believe in grand promises. They believe in people who break a promise down into every day, every step, and every person—and then follow through.

At the end of the conversation, Ms. Wu asked one final question:
"Do you think Henan can become a model market?"
The answer lies in the episode. In Sync, Episode 2 is now live.
Search for Sanlux & ADVANTEC Industrial Products
on WeChat Channels, Douyin, or Xiaohongshu to watch.

A 28-Year Partnership, and a New Chapter Ahead
The Story of a Hainan Distributor and Sanlux

Opening Words

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.



Dai Hongfen

Hainan has a relatively small industrial base, with much of the local market centered on fishing vessels, marine engines, and related equipment. Transmission belts are an essential part of fishing operations. For 28 years, a chance encounter has connected me with Sanlux. From the difficult early days of starting a business, I built the market through integrity and steady, persistent work, growing alongside Sanlux every step of the way.

How It Began A Chance Encounter That Started It All

The story began in 1997, when Manager Wu Bin visited me and introduced the Sanlux brand and its products. That meeting marked the beginning of a partnership that has now lasted 28 years.

At the time, I was in the belt business, but the market was flooded with products from lesser-known brands. After several business setbacks, I had become extremely cautious about taking on new inventory, worried that I might suffer another loss. I thought about the business so much that one night I actually dreamed I was selling Sanlux belts. Strange as it may sound, that dream planted the seed for what came next. In 1998, I called Manager Wu Bin and secured my first shipment of Sanlux products, worth more than RMB17,000. The goods traveled all the way to Hainan. Later, Manager Dong Yaolong made a special trip to Haikou to discuss the business, while the former chairman, who had high hopes for me, flew from Beijing to Hainan to meet me in person.

Support at a Critical Moment Funding the Start

My family was struggling financially at the time, and life was difficult. The former chairman encouraged me: "As long as you are determined, you will succeed." Those simple words gave me the strength to keep going. To help me get the business off the ground, he also advanced RMB200,000 in funding, enabling me to formally begin selling Sanlux products.

Breaking Into the Market Winning Trust Through Credit Sales

Breaking into the market was anything but easy. At the time, most customers in Hainan were accustomed to using belts from other brands, making it difficult for Sanlux to gain a foothold. To open up the market, I adopted an innovative, flexible sales approach. Customers could start by trying just three or ten belts, depending on their needs. I chose to take the risk myself and do business on the basis of trust. Customers could try the belts on credit and pay afterward. If the products failed to meet their quality expectations, I would not charge them a cent. I kept the risk on my side and gave customers the chance to experience the product for themselves. That sincerity, combined with the proven quality of Sanlux products, gradually won customers over. After about six months of persistent effort, Sanlux belts began to gain acceptance in Hainan and earned the trust and recognition of a growing number of customers.

Passing It On Two Generations Growing with Sanlux

Twenty-eight years have passed in what feels like the blink of an eye, and my relationship with Sanlux has long since grown into a deep and lasting bond. In 2008, Sanlux went public. As the brand's influence continued to grow and its products reached markets across the country and beyond, Sanlux belts gradually became a mainstream choice in Hainan. In 2020, the younger generation of my family took over the business, and I gradually stepped back, leaving them to carry forward our commitment to doing business with integrity. Looking back on all the years of hard work, I am deeply grateful for the care, trust, and strong support that generations of Sanlux leaders have given me.

A New Chapter Staying Aligned with Sanlux's Strategy and Growing in Hainan

As the times continue to move forward, Sanlux is entering a new chapter of development under the leadership of Ms. Wu Qiongying, the Chairwoman of Sanlux. With a fresh vision for growth, the company is putting partnership at the heart of its development, building an ecosystem in which all parties can thrive, and expanding its use of AI and digital platforms. A new roadmap for the future is gradually taking shape, bringing with it a strong sense of anticipation.

Markets and business models may continue to change, but the commitment that has kept us together remains the same. As a long-standing partner of Sanlux for the past 28 years, I will continue to stay aligned with the company's new development strategy, deepen our presence in Hainan, and move forward together with the brand toward a future shaped by greater beauty.

Hainan Chenyu Sanlux Electromechanical Equipment Co., Ltd. (the "Company") has been serving the Hainan market for more than two decades, specializing in the sales and service of Sanlux transmission belts. Its products are widely used in fishing vessels, marine engines and related equipment, and other areas of the fishing industry. Committed to doing business with integrity, the Company built its market through flexible credit terms and has witnessed Sanlux grow from a regional brand into an industry leader. As a long-term strategic partner of Sanlux, the Company has grown alongside the brand, continued to deepen its presence in Hainan, and provided reliable transmission solutions to local customers.

Better Quality, Stronger Risk Control, Smarter Operations

In September, the Supply Chain Department focused on three priorities: improving frontline quality, strengthening risk control, and increasing efficiency. On the supplier side, the department tightened qualification reviews and carried out in-depth checks for potential supply risks to strengthen supply assurance. At the same time, the department continued to develop an integrated smart inspection and packing system for CASE export operations, with the goal of addressing frontline pain points and supporting stable production, supply, and export-order fulfillment.

This month, the Procurement Section worked with the company's audit team to conduct a special on-site audit of a key raw material supplier. The team reviewed the supplier's production, warehousing, and quality inspection processes and identified a number of issues, including non-standard operating practices, unauthorized omission of self-inspection procedures, weak control of the production environment, and incomplete equipment maintenance records. These issues pointed to weak on-site management and potential risks to product quality and supply stability. As the supplier no longer met the Company's standards for continued cooperation, to mitigate supply chain risks at the source, the Procurement Section removed it from the approved supplier list and terminated the relationship. Going forward, the Procurement Section will continue to strengthen ongoing supplier management. It will tighten qualification and sample-testing requirements for new suppliers, conduct regular inspections of existing suppliers, ensure identified issues are corrected and closed out, and remove high-risk suppliers. These efforts will help optimize the supplier base and strengthen quality assurance across the supply chain.

Under the Company's strategic direction, the Supply Chain Department is also moving ahead with in-depth testing and optimization of the integrated smart inspection and packing system for CASE export orders, targeting long-standing problems in traditional manual export operations. Previously, export shipments relied heavily on manual handling and handwritten records, leaving multiple gaps in the process, limiting standardization, and making traceability difficult. Three issues were particularly prominent. First, handwritten records and manually recorded batch information made orders more vulnerable to recording errors and missed inspections. Second, operating methods varied from employee to employee due to the lack of consistent standards. Packing practices for cartons and woven bags were inconsistent, resulting in uneven shipment presentation and repeated complaints from overseas customers. Third, under the traditional model, data remained fragmented, and inspection, packing, and outbound shipment information was not connected across the process. When customers reported product defects, quantity discrepancies, or damaged packaging, it was difficult to quickly identify where the problem had occurred, making traceability and post-issue reviews inefficient. The traditional process also required employees to check orders one by one and repeatedly enter the same information into manual records. This created unnecessary work, increased the risk of verification errors, and delayed shipments, limiting delivery efficiency for both full-container shipments and small-volume orders.

To address these frontline pain points, the new system has been designed around real operating scenarios, including full-container shipments, small-volume orders, and repeated quantity adjustments. Once implemented, the system will connect data across the entire export workflow and enable end-to-end digital traceability. It will standardize inspection and packing procedures, reduce inconsistencies and errors caused by manual work, and replace redundant handwritten records with system-generated data. By significantly shortening processing time and reducing labor requirements, the system is expected to improve shipment accuracy, standardization, and delivery efficiency across export operations, while moving warehouse export processes toward smarter and more standardized operations.

In the next phase, the Supply Chain Department will continue strengthening supplier quality and risk control while steadily advancing smart warehousing. By closing operational gaps and improving efficiency, the department will provide stronger supply chain support for the stable development of the Company's production and export business.



Autumn Leaves, Steady Minds

Sanlux Launches Its 15th Evening Reading Program for New Employees



Autumn opened a new chapter, and with it came a chance to grow from within. On September 1 and September 15, Sanlux launched the 15th Evening Reading Program for New Employees in Shaoxing and Tiantai. Thirteen new employees from the Organization and Publicity Department, International Marketing Department, Quality Department, Supply Chain Department, and other departments gathered in Shaoxing, while seven joined the Tiantai session. Together, the 20 participants began the same journey of growth under the guidance of Li Na, Hu Senyuan, and Zhou Ying.

The theme of this session could not have been more timely: "Be the Master of Your Emotions." For those just starting out in the workplace, pressure, irritability, and mental strain can build before they even realize it. Rather than beginning with how new employees should get things done, the program first asks a more fundamental question: How should we learn to handle our emotions?

Icebreaker: Finding the Key to Letting Go of Restlessness in an Autumn Leaf

Growth begins with connection. At both locations, the program opened with the same creative icebreaker, "Finding Autumn, Shaping the Mind". Each participant chose a fallen leaf that caught their eye and wrote on it either a personal pledge to let go of restlessness or a 100-day goal for the reading program. The leaves were then laminated to preserve the moment, followed by a playful photo pose with their chosen leaves.

What they wrote was more revealing than any conventional self-introduction. In Shaoxing, Wang Jiayi wrote, "May I be as radiant as autumn," placing her hopes in the golden season. Liu Yiming wrote a lighthearted reminder: "Eat more, sleep more, and watch fewer Hongguo short dramas." Cai Ruoyao wrote "calm down" as a reminder to stay composed when dealing with customers. Yu Zhong wrote, "Work steadily and stay free of impatience," while Zhao Huiyan wrote simply three characters: "Take more time to reflect." In Tiantai, one participant wrote "stay calm," hoping to remain steady and clear-headed when unexpected situations arise. Another wrote simply, "calm and steady," hoping to stay composed and grounded in the day-to-day work of production and supply chain operations.

Twenty people, twenty different messages, yet a common thread ran through them all. And "letting go of restlessness" meant more than easing the dryness of autumn. It also meant quieting the impatience and urge to rush that often come with being new to the workplace—turning "Be the Master of Your Emotions" from a slogan into something they could actually hold in their hands. There was meaning in laminating the leaves, too. Once preserved, a leaf no longer withers. Stress and agitation are bound to come at work, but when you have something within that keeps you grounded, you are less likely to be shaken by them.

Foundations: Build the Mind Before the Career

A strong foundation comes first; action follows. At both opening sessions, everyone stood together to sing "The Song of Sanlux". They then recited the company's mission, vision, and values line by line: "Empowering Industrial Efficiency," "A Global Leader in Industrial Belts," and "Users First, Focus and Dedication, Innovation and Continuous Improvement, and Creating Value for Others." Behind every slogan is a standard; through reciting them comes a sense of shared identity. Employees from different departments, strangers to one another at first, now had a common language for moving forward together.

Sanlux makes transmission belts. For a belt to transfer power steadily from the drive pulley to the driven pulley, it does not rely on a sudden burst of force at any one point. What matters are three things: the right tension, proper engagement, and staying on track. The evening reading program serves much the same purpose for new employees, which are these three things: giving their mindset the right amount of tension, helping them find a shared rhythm, and, most importantly, keeping them from losing direction.

That is also why the program begins with The Great Learning. It sets out exactly the progression that newcomers often need most: "Only when you know where you are headed can you become settled; only when you are settled can you become calm; and only when you are calm can you be at ease." When participants wrote "calm and steady" on their leaves, they may have thought they were describing a state of mind. In fact, they were describing a method. Calm is not the starting point; being settled is. Only when you know where you are going can the mind truly become calm. Furthermore, "Be the Master of Your Emotions" does not mean conquering emotions. It means letting emotions inform you without letting them control you. Build the person before building the career. Manufacturing understands this better than most: equipment can be bought and processes can be copied, but inner steadiness only develops day by day.

48 Days of Shared Reading: Turning Emotions into Inner Strength

The theme of this year's evening reading program is "Be the Master of Your Emotions." Beginning on September 2 in Shaoxing and on September 16 in Tiantai, participants meet from 5:00 to 5:30 p.m. every workday through the company's WeCom group and online meetings. Over the course of the program, they will read The Great Learning, Think Like a Horse, and Communication Training Camp. One rule is emphasized again and again: every sharing session should relate what participants read to their real work and daily lives.

"I'm not good at expressing myself—I'd rather just get on with the work." That is a familiar mindset in manufacturing. People like this are often dependable, but they can also be at a disadvantage. Experience that stays with one person remains personal know-how. Only when it can be clearly explained can it become a standard; and only when it can be written into a standard can it become an organizational capability. The 15 minutes set aside for sharing each day are designed to develop exactly this ability. Manufacturing also believes in repetition. A process becomes a true craft only when the same action can be repeated ten thousand times with consistent results. Evening reading works on the same principle: 15 minutes a day, for 48 days. What it gives new employees is not simply more knowledge, but something more fundamental—the ability to keep doing something worthwhile, quietly and consistently, day after day. When these foundational qualities are combined with daily reflection, new employees can gradually turn emotions into inner strength through reading.

Closing Message: The Lasting Gift of Perspective

At the close of the Shaoxing opening session, Li Na and Hu Senyuan shared their thoughts with the new employees. Hu Senyuan, who has been with Sanlux for seven years and was a participant in the very first morning reading program, recalled with a smile that "the program was far less developed back then." He encouraged the new employees to reflect on one question: "What do you truly hope to gain from these two months?"Li Na then highlighted the original purpose of the evening reading program: the company has never focused simply on helping employees quickly acquire professional skills, but on nurturing growth in their perspectives and ways of thinking. "Once your perspective grows, everything else will naturally follow." She encouraged the newcomers to give themselves time to adapt, stay calm, and apply what they learn to their roles.

At the close of the Tiantai session, Zhou Ying shared these words with the new employees: "Over my six years at Sanlux, I have learned a great deal, and those experiences have had a profound impact on my life. Few companies devote this much care and effort to the growth of their employees, and we are truly fortunate to have this opportunity. You are still young, and there is a long road ahead. In a life of one hundred years, your twenties are only the opening chapter. The person you become will be shaped by how much sincerity and time you devote to the learning ahead. I look forward to seeing what you achieve."

Over the next two months, may the 20 new employees in Shaoxing and Tiantai continue this journey with books by their side, beginning a new chapter in autumn. Reading is not a task to complete, and sharing is not an obligation to fulfill. Every day from 5:00 to 5:30 p.m. can become the quietest—and most meaningful—half hour of the day.

Autumn leaves will wither, but the leaf preserved in laminate will remain. After 48 days, may they take away not just a notebook, but a sense of inner steadiness of their own—a clear understanding of where they stand and where they are headed. May every autumn leaf become a bookmark for the heart, and every reading session help nurture deeper confidence and strength within. When emotions are understood, growth finds its own direction. May every new employee learn not only to be the master of their emotions, but also the master of their own growth.



The 4th Sanlux Fun Sports Meeting Came to a Successful Close

Pre-Event Warm-up: "Raring to Go" Badminton Tournament

The excitement of the sports meeting was seeded long before the main event. On September 12, as the warm-up tournament of this year's games, the 2026 "Raring to Go" Badminton Warm-up Tournament kicked off at Huadongfang Badminton Club.

After the opening speech, the tournament officially began. Men's and women's singles preliminaries took the lead, followed by the mixed doubles preliminaries; then came the semifinals and finals of men's singles, women's singles and mixed doubles, one after another. With delicate net drops and powerful backcourt smashes, scores climbed alternately while cheers rose and fell along the sidelines.

Finally, the winners brought the day's schedule to a perfect close with the award ceremony and group photos. This nearly five-hour badminton warm-up not only decided the advancing spots in each event, but also ignited everyone's passion for sports, sounding the prelude to the passionate kick-off of the sports meeting on September 19.

In golden September, with osmanthus fragrance in the air, energy was in full swing on and off the field. On September 19, the 4th Sanlux Fun Sports Meeting, themed "Good Times in Full Bloom, It's AI Sports, It's Sanlux", kicked off at the playground of Keyan Central Primary School. Athletes from all departments of the company gathered together, saluting their passion with every run and interpreting the spirit of Sanlux people with every effort, writing our own beautiful chapter on the autumn field.

Grand Opening: A Ceremony Full of Rituals

At 8:40 a.m., executives and hosts took their seats on the rostrum as the atmosphere built up, and the opening ceremony officially began. Delegations entered in turn, holding team flags high and chanting loud slogans. With flags fluttering and placards shining, their resolute strides fully displayed the high spirit of Sanlux people, followed by the solemn flag-raising ceremony.

After the flag-raising ceremony, Deputy General Manager Wu delivered a warm and enthusiastic speech, expressing the hope that all athletes would compete with both style and skill. Athlete representative Tong Guanqiang and referee representative Xiang Xiaoxiao then took their oaths in turn, solemnly promising to "respect opponents and respect the rules." The host went on to announce the competition agenda. The thrilling launch ceremony brought the opening to its climax: six leaders pressed the starting gun together, and with a "bang" that pierced the sky, the games officially began amid thunderous applause.

Morning Session: A Dual Contest of Speed and Endurance

As the starting gun fired, the 100-meter dash preliminaries began first. Athletes dashed out of the starting line like arrows off the bowstring, their lightning figures forming a beautiful scene on the playground. The relay races (team event and parent-child event) pushed the atmosphere to its first climax — the baton passed from teammate to teammate, and from parent to child, weaving together speed and tacit understanding amid waves of cheers. The long-distance race and individual rope skipping that followed tested endurance and persistence; in the team rope skipping event, members kept perfect rhythm and coordination, and as the long rope rose and fell, they jumped out the power of unity. The fun-filled tire-rolling race then brought the morning session to a joyful end.

Noon Break: Laughter in the Fun Check-in Zone

At 12:10 noon, everyone enjoyed lunch and took a short rest. The organizing committee also set up a special fun check-in zone at noon, where three mini-games delighted everyone — Fun Ring Toss, "Lure the Moon," and Sandbag Toss.

Even more fun was the stamp-collecting game — collecting the stamps from both "Lure the Moon" and "Sandbag Toss" unlocked one extra chance at Fun Ring Toss. In the afternoon, crowds gathered around the check-in zone with constant laughter, adding a touch of ease and joy to the intense competition.

Afternoon Session: Surprises and Highlights All the Way

At 1:00 p.m., the much-anticipated 100-meter dash final fired its starting shot. The top qualifiers battled at their peak, presenting a feast of speed for the audience. Spot shooting tested steady hands and composure; the Tetris game challenged strategy and collaboration; and the Crossing Challenge had team members break through level after level with seamless cooperation.

The tug-of-war, as the grand finale, pushed the atmosphere to its highest peak — ropes stretched like long dragons as teams gritted their teeth and pulled with all their might, while the cheering squads roared wave after wave, giving full expression to the power of team spirit.

Moments of Glory

At 4:40 p.m., all athletes assembled on the field, and the award ceremony began amid great expectations. After a day of fierce competition, the major awards were revealed one by one, and the winners mounted the podium to receive their honors. Finally, the much-anticipated MVP Grand Award was announced, bringing the ceremony to its climax and drawing a perfect end to this sports meeting.

Every sprint, every jump and every cheer on the field was a vivid portrait of the enterprising spirit and teamwork of Sanlux people. "Good Times in Full Bloom, It's AI Sports, It's Sanlux" — this is not merely a slogan, but our yearning for a better life and our declaration of a striving spirit.

The games have drawn to a close, but the passion never fades. May every Sanlux member return to work with this vitality and enthusiasm, and with fuller energy and higher morale, join hands in writing a new chapter of the company's high-quality development. See you next year!



LCDC Secretary-General Chanthone Heuangkhamxay Visits Phongsaly RongTai Rubber to Review Operations and Alternative Development Efforts

On September 3, 2026, a delegation led by Chanthone Heuangkhamxay, Secretary-General of the Lao National Commission for Drug Control and Supervision (LCDC), visited Phongsaly RongTai Rubber Co., Ltd., an overseas subsidiary of Xishuangbanna Lubo Rubber Co., Ltd., for inspection and guidance.

The delegation toured the production workshops and finished-goods warehouse, with a particular focus on production and operations, safety management, material reserves, and local employment. The company gave a detailed briefing on its 20 years of work in Laos, including overseas alternative development to replace opium poppy cultivation, patrols and management to prevent illicit crop cultivation in designated areas, and livelihood support for local communities. It also highlighted the results achieved: regular patrols and controls had maintained zero replanting of illicit drug crops within the areas under its management, while the full rubber industry chain had created jobs and increased incomes for local residents. The company also raised the difficulties and support needs it faces in its production and operations.

The delegation recognized the company's economic, social, and drug-control contributions over its years of operation in Laos. It noted that the project was operating steadily, delivering clear benefits to local communities, and maintaining strong results in preventing the return of illicit crop cultivation. These efforts, the delegation said, have helped strengthen the industrial foundation for drug control at the source in Phongsaly Province. The delegation also set out three priorities for the next stage. First, the company should strengthen plantation management and regular patrols across the surrounding areas to consolidate the progress made in preventing illicit crop cultivation. Second, it should further optimize production and operations, unlock production capacity, and strengthen its ability to operate sustainably and withstand risks. Third, it should expand employment support and skills training to fully realize the broader benefits of alternative industries. The LCDC will continue to strengthen service support, assist the company in maintaining compliant operations, and promote the orderly development of alternative industries in the region.

Going forward, the company will take this visit as an opportunity to fully implement the delegation's requirements, strengthen plantation management, workplace safety, and livelihood support, and build on the progress made over the past 20 years. It will deepen practical China-Laos cooperation in drug control and industry development, support cooperation under the Belt and Road Initiative, reinforce efforts to prevent illicit crop cultivation in border areas, and contribute to local drug control as well as high-quality economic and social development.