

**POE** POE MANUFACTURING  
YOUR GLOBAL TECHNOLOGY  
PARTNER

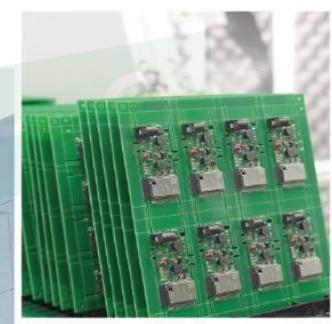
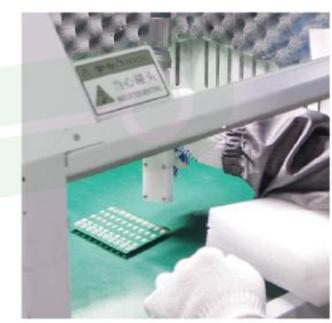


### CONTACT US

+86-755-2531-2250  
Floor 3, Jinyuan Industrial Park, No.56 Tangtou Avenue, ShiyanTown, Bao'an, Shenzhen  
sales@poe-pcba.com / orders@pcbamake.com  
www.poe-pcba.com / www.pcbamake.com

**POE** POE MANUFACTURING  
YOUR GLOBAL TECHNOLOGY  
PARTNER

**2025** October  
December



# one stop turnkey pcba service

Technology · Service · Product · Culture . . . . .

PCB / FULLY TURNKEY PCB ASSEMBLY / EMS / OEM





POE MANUFACTURING  
YOUR GLOBAL TECHNOLOGY  
PARTNER

# OEM SERVICES FOR PCB AND PCBA.

Business is about building life-long relationships with attentive service, quality products and honest business practices.

**Mr Hu Jiwei**  
**General Manager**

# CATALOGUE.

## P01-02 ABOUT POE

---

POE Company Introduction

## P03-10 HOW TO COOPERATE WITH POE?

---

04 PCBA Order Service Process

1. Inquiry

05 2. DFM Confirmation

3. Order Confirmation

4. Order Placement

06 5. Procurement & Engineer Document Review

6. IPQC

07 7. Production

08 8. Packaging

09 9. Shipment

## P11-14 COMMON CLEANING METHODS FOR PCBA AT POE

---

12 1. Aqueous Cleaning

12 2. Solvent Cleaning

13 3. Dry Ice Cleaning

14 4. Ultrasonic Cleaning

14 5. Fully Automated PCBA Cleaning Machine Characteristics

## P15-20 INDUSTRIES POE SERVES IN Q4

---

17 1. Fully Automated Warehouse Management System

18 2. New Energy Electric Vehicles

19 3. Wearable Medical and Health Devices

20 4. Energy Storage Power Supply Equipment

## P21-24 PCB/PCBA PRODUCTS

---

21-22 PCB Products

23-24 PCBA Products

## P25-30 POE EVENTS IN Q4

---

27-28 Xi'an Team Building

29-30 A Heartwarming Christmas 2025, POE Filled with Joy

# COMPANY INTRODUCTION



## 01 ABOUT POE POE Company Introduction

At POE, we strive to make the global products of your brand, POE “ Partner Of your Electronics” Manufacturing, your global technology partner.

POE has established itself as a World well known Turnkey PCB assembly factory for quick turn prototype and mass production PCB fabrication and PCB assembly services with 700,000 components sourcing ability from 100+suppliers. POE is ISO9001:2015, ISO13485:2016, ISO14001:2015, UL, ROHS, Reach and IPC-A-600&IPC-A-610 compliant. Our PCB production capacity can reach 40000sq.m/month and EMS assembling capacity at 150,000,000 components per month.

With Imported State-of-the-Artfully Automatic production machines and our professional International Sales Team, Purchasing Team, production team, administration team and engineering team in China Shenzhen, HK, Singapore, USA and Germany, we are able to offer our customers low-cost, One-stop PCB Assembly Services, including PCB fabrication, parts procurement, PCB Assembly, Program, Cable Assembly, Final PCBA Testing, Final Case Assembly, Coating, Worldwide Shipping.

Currently, POE 4000+customers from 100+ countries and places are primarily in USA, Canada, Europe, South American, Australia, Israel, Asia and China in a wide variety of industries like appliance, medical, telecommunications, airplane recorder, cloud, smart home, solar panel energy, battery storage, wind, IOT, automobile, computer&database information, industrial automation photonics, LED products and home appliance.

**3000m<sup>2</sup>**  
Dust-free factory

**200+**  
Professional employees

**150000k**  
EMS assembling capacity

**700k**  
Components sourcing ability

**100+**  
Countries worldwide

**4000+**  
Customers



# HOW TO COOPERATE WITH POE?

## 02 COOPERATE How to cooperate with POE?

As a professional manufacturer deeply rooted in the PCB industry, POE always takes technology innovation as our core driver and stable quality as the foundation of our business. We fully understand that efficient cooperation starts with clear mutual understanding and succeeds through rigorous execution. To enable every partner to achieve product implementation in a hassle-free, efficient and precise manner, we have sorted out and consolidated a cooperation process integrating standardization and customization. From demand docking, solution evaluation, prototyping and testing, to mass production and delivery, and after-sales follow-up, every step embodies POE's meticulous control of details and profound respect for customer needs. The following cooperation process will clearly present our collaboration path — we look forward to partnering with you to build the core advantages of your products with a high-quality PCB board.

### PCBA Order Service Process

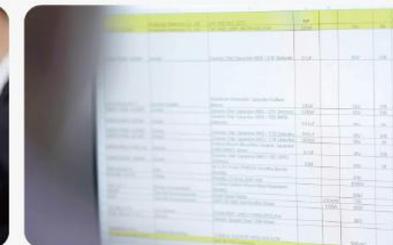
#### 1. Inquiry

As the initial stage, customers contact manufacturers with Gerber files, BOM, assembly drawings, quantity, delivery time, quality standards (e.g., IPC-A-610) and special requirements (e.g., RoHS) to request quotations.

The sales team verifies document completeness, coordinates with engineering and procurement for preliminary assessment (manufacturability, component availability, cost, delivery feasibility), issues detailed quotations, and addresses customer inquiries to adjust terms as needed.



Inquiry Information List



View the BOM

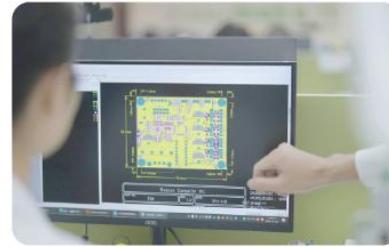


Solution Evaluation

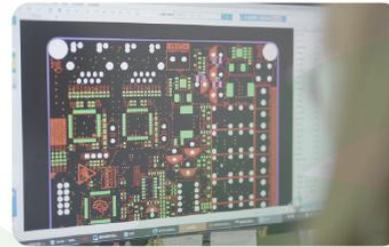
## 2. DFM Confirmation

Design for Manufacturability (DFM) analysis is critical for production smoothness and yield. After quotation confirmation, the engineering team reviews design documents to identify issues affecting efficiency, quality or cost, and proposes optimizations.

Key analysis items: pad rationality, component layout, BOM-PCB compatibility, and special process feasibility. A DFM report (problems, risks, solutions) is compiled for customer confirmation. The process proceeds only after both parties agree on the final plan.



DFM Analysis



Design File Review

## 3. Order Confirmation

After DFM confirmation, both parties clarify rights and obligations via a formal contract/order confirmation, including basic information, product details, price terms (amount, payment method/time), delivery terms, quality standards, after-sales commitments and liability for breach.

The draft is reviewed and revised by customers until agreement. Authorized signatures and seals finalize the order, with both parties assuming corresponding rights and obligations.



Order Confirmation

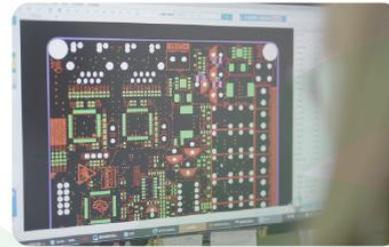
## 4. Order Placement

Customers pay the advance payment per contract. Upon payment confirmation, the manufacturer issues an order receipt notice.

The sales team sorts order information (optimized documents, terms, requirements), submits it to the internal system to generate a unique order number, and coordinates with production planning to create a preliminary task list and arrange production sequence based on delivery time.



DFM Analysis



Design File Review



Order Confirmation

## 5. Procurement & Engineer Document Review

This stage runs in parallel to ensure timely material supply and standardized production.

**Procurement:** Verifies DFM-confirmed BOM, selects qualified suppliers, issues purchase orders, and tracks component delivery to the warehouse.

**Engineering review:** Conducts final verification of design/process documents (Gerber, BOM, assembly drawings), compiles production process cards and testing guidelines, and submits approved documents to production.



Components Procurement

## 6. IPQC

Incoming Process Quality Control (IPQC) ensures each production link meets standards, preventing unqualified products from flowing downstream.



**Key nodes:** Incoming component inspection (model, specification, performance); pre-placement PCB/stencil inspection; post-soldering quality check (cold solder joints, short circuits via AOI/visual inspection); post-assembly component installation verification. Detailed inspection records are kept, with root cause analysis and corrective measures for unqualified phenomena.



## 7. Production

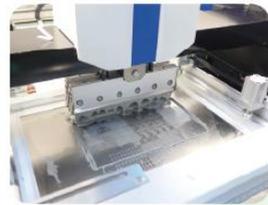
Core stage converting documents and components into finished PCBA, following approved process documents and IPQC requirements.

**Key processes:** Solder paste printing, SMT placement, reflow soldering, plug-in assembly, wave soldering, and rework/repair. Production is conducted in anti-static workshops, with real-time data recording (quantity, yield, equipment parameters) and timely problem-solving via cross-departmental collaboration.

### Key processes:



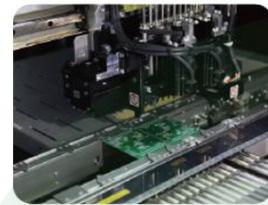
Solder paste printing 1



Solder paste printing 2



SMT placement 1



SMT placement 2



Reflow soldering 1



Reflow soldering 2



Plug-in assembly



Wave soldering

### Anti-static workshops:



### Real-Time Production Data:



## 8. Packaging

Protects finished PCBA during transportation/storage, following customer requirements and industry standards.

**Process:** Single PCBA in anti-static bags; batch products in partitioned cartons with buffer materials; outer cartons sealed and labeled (order number, customer info, product details, handling marks). Final QC inspection is conducted before packaging.

### PCBA Packaging: Static bag+Bubble film+PE pearl cotton+Carton box

This is the most common type of packaging, for some conventional circuit boards, we usually take this way of packaging, can effectively protect the board to prevent damage in the process of transportation.



Customize buffer structures (EVA foam, honeycomb cardboard, corrugated cartons) based on product dimensions and weight, and pass drop tests (in accordance with ISTA 1A/2A standards) to reduce transportation damage.



## 9. Shipment

Final link for product transfer. The logistics department selects providers based on contract terms, confirms transportation routes/time/costs, and issues shipping orders.

Warehouse verifies goods against shipping orders before pickup. After logistics pickup, the waybill number and tracking info are sent to customers. The sales team follows up to confirm receipt and goods integrity, marking the end of the service process.

### Pre-shipment Preparation:



**Logistics selection**



**confirm the transportation route, time and cost**



**Issue a shipment order**

### Warehouse Pre-shipment Preparation:



**Verify the goods**



**Warehouse**



**Warehouse shipment**

### Shipment:



**Transfer and loading**



**Logistics and Transportation**



**Logistics Tracking**

From customized solutions to high-precision delivery, POE always takes customer needs as our core tenet. We strictly control every production process, ensuring that what you receive is not only qualified PCB products, but also end-to-end quality assurance.

In the future, POE looks forward to deeper and broader cooperation with you, and will help your products build core competitive advantages through high-quality PCBs.

# COMMON CLEANING METHODS FOR PCBA AT POE

## 03 CIRCUIT BOARD CLEANING Common Cleaning Methods for PCBA at POE

In the world of electronics manufacturing, the integrity of a PCBA after assembly is paramount.

Residual flux, ionic contaminants, and particulates are silent threats to performance, reliability, and longevity. At POE, we don't just clean boards; we engineer reliability and ensure precision for the most demanding applications.

**Our Multimodal Expertise: The Right Solution for Every Challenge**

We understand that no single method fits all. Our strength lies in our comprehensive, technology-agnostic approach, offering a suite of advanced cleaning solutions tailored to your specific product and contaminant profile.

### Common Cleaning Methods for PCBA at POE

#### 1. Aqueous Cleaning

**Working Principle:** Deionized water and surfactants are used to remove contaminants through dissolution and emulsification, which are then flushed away by the water flow.

**Common Application:** Cleaning of Mid-to-high end reliability products such as those in medical and automotive electronics.

**Advantages:**

- (1) Safe and environmentally friendly, with a wide range of cleaning applications.
- (2) Does not damage the substrate or components.

**Disadvantages:** Limited effectiveness against non-polar contaminants, less effective at removing non-polar pollutants such as rosin and grease.

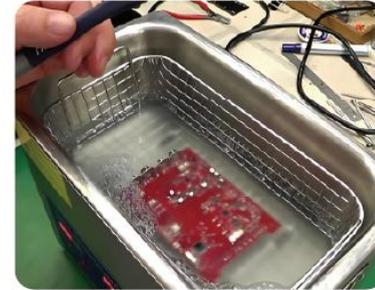


#### 2. Solvent Cleaning

**Working Principle:** Organic solvents such as alcohols and hydrocarbons directly dissolve contaminants, causing them to detach from the substrate surface, and are then removed through solvent evaporation or flow.

**Application :** Post-soldering cleaning of precision electronic components (e.g., in aerospace and military applications), particularly in cases where rosin-based fluxes are used.

**Advantages:** Strong cleaning capability, dissolves non-polar organic contaminants like rosin and grease quickly and efficiently, easily penetrates tiny gaps, and leaves no water residue.



**Disadvantages:**

- (1) Some solvents are flammable, explosive, and pose safety and environmental risks.
- (2) Strong solvents may corrode plastic components, labels, or specific coatings.

### 3. Dry Ice Cleaning

**Working Principle:** Dry ice particles are accelerated and projected onto surfaces, utilizing physical effects such as low-temperature embrittlement and sublimation expansion to strip away contaminants.

**Application Scenario:** Offline cleaning of molds and fixtures; dust and oxide removal from bare boards before assembly; surface cleaning of encapsulants and heat sinks. It is suitable for cleaning almost all types of circuit boards.

**Advantages:**

- (1) Environmentally friendly, produces no secondary liquid waste, and does not create chemical pollution.
- (2) Does not abrade the substrate surface and does not harm materials.

**Disadvantages:**

- (1) Poor cleaning effectiveness for concealed areas, linear jetting cannot effectively clean hard-to-reach spaces such as the underside of components or deep holes.
- (2) Cannot remove chemical residues, only removes loosely adhered physical contaminants like particles, oxides, and carbon deposits, but not chemical ionic residues.



### 4. Ultrasonic Cleaning :

**Working Principle:** Ultrasonic waves are applied in a cleaning solution, leveraging the micro-jet impact generated by the cavitation effect to clean gaps and crevices.

**Application:** Cleaning gaps underneath components on high-density assembled boards (e.g., below BGA and QFN components).

**Advantages:** Extremely strong cleaning capability, with unmatched effectiveness for blind holes, gaps, and areas underneath components.

**Disadvantages:**

- (1) Requires a liquid medium and cannot remove chemical contaminants when used alone.
- (2) Improper power settings may damage components, posing a risk of harm to parts.



### 5. Fully Automated PCBA Cleaning Machine Characteristics

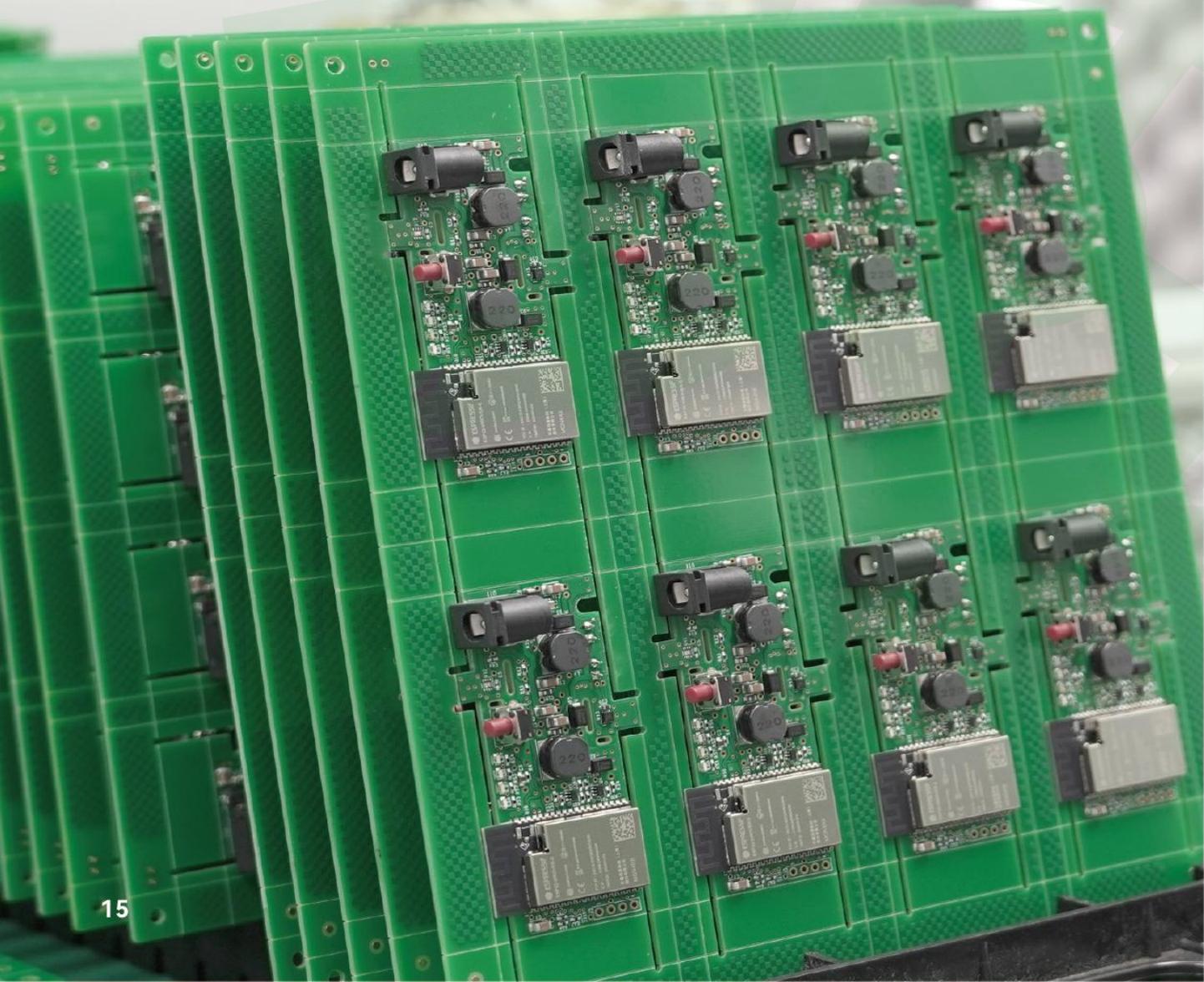
**High Automation:** Designed for high-volume production cleaning of flux residues from PCBA assemblies, semiconductors, etc.

**Operation:** Typically employs spray cleaning technology, featuring multiple nozzles and often a rotary mechanism to ensure comprehensive coverage and thorough cleaning of complex assemblies.

**Advantages:** Highly efficient and reliable. Meets user requirements for process optimization and cost control.



# INDUSTRIES POE SERVES IN Q4



## 04 INDUSTRIES Industries POE Serves in Q4

POE manufacturing for fully turnkey PCB assembly and EMS one stop contract manufacturing help to build your brand. We have exported to more than 100+ countries and regions and trusted by more than 4000 customers all around the work.

We mainly focus on small to medium volumes, and serve a wide range of industries. In this magazine, we would like to introduce 3-4 industries what we focused for more than 20 years and which is also our main business.



01 • Fully Automated Warehouse Management System



02 • New Energy Electric Vehicles



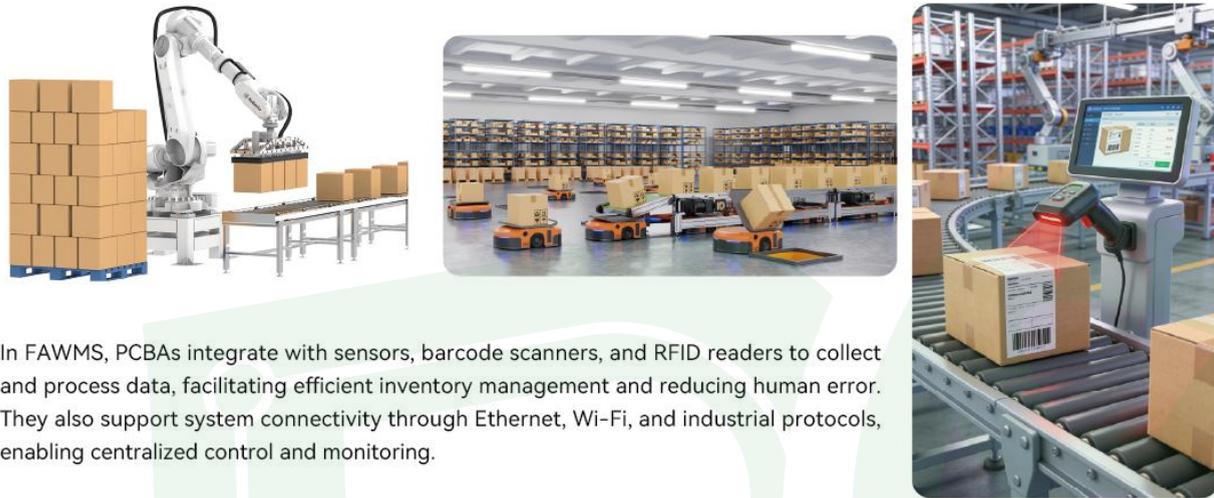
03 • Healthcare Equipment



04 • Energy Storage Power Supply Equipment

## 1. Fully Automated Warehouse Management System

Printed Circuit Board Assemblies (PCBA) serve as the central nervous system of Fully Automated Warehouse Management Systems (FAWMS), enabling seamless operation of automated storage and retrieval systems (AS/RS), conveyor belts, and robotic arms. PCBA modules control critical functions like real-time inventory tracking, order fulfillment optimization, and equipment coordination, ensuring high-precision material handling and storage.

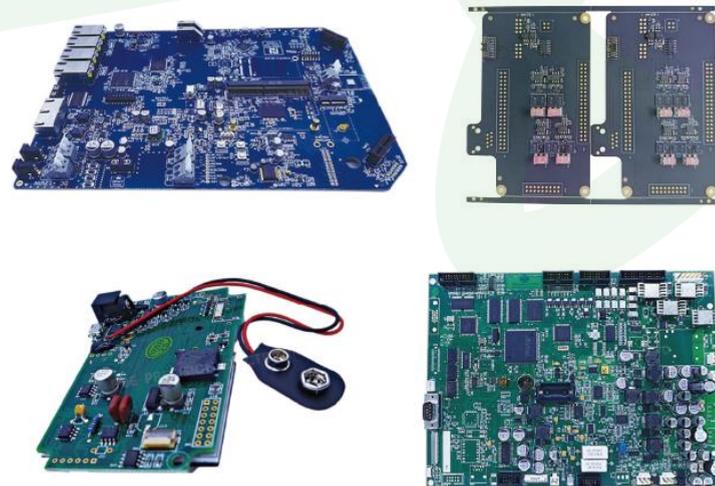


In FAWMS, PCBAs integrate with sensors, barcode scanners, and RFID readers to collect and process data, facilitating efficient inventory management and reducing human error. They also support system connectivity through Ethernet, Wi-Fi, and industrial protocols, enabling centralized control and monitoring.

Advancements in PCBA technology, such as high-density interconnects (HDI) and miniaturized components, have enhanced system reliability and reduced downtime. With the rise of Industry 4.0, PCBAs in FAWMS are increasingly incorporating AI and machine learning capabilities, allowing for predictive maintenance and adaptive workflow management. As warehouses strive for greater efficiency and scalability, PCBA innovation remains crucial for driving the next generation of automated logistics solutions.

### POE FAWMS PCB/PCBAs Manufacturing Capabilities

- ✓ Motion control board
- ✓ Vision system
- ✓ Servo drive
- ✓ Human-machine interface
- ✓ Sensor integration
- ...



## 2. New Energy Electric Vehicles

Printed Circuit Board Assemblies (PCBAs) are the technological backbone of New Energy Electric Vehicles (NEEVs), serving as the central nervous system that integrates and controls all critical functions. They are extensively used in the powertrain, battery management systems (BMS), vehicle control units (VCU), and charging systems.

PCBAs in NEEVs must meet stringent requirements for high reliability, thermal management, and electromagnetic compatibility (EMC) to ensure safe and efficient operation. Advanced PCBAs enable precise monitoring of battery health, optimize energy distribution, and facilitate seamless communication between vehicle components.

With the rise of autonomous driving and connected cars, PCBAs are increasingly incorporating high-speed data processing capabilities and AI algorithms. Innovations in PCBA design, such as high-density interconnects (HDI) and flexible PCBs, are driving miniaturization and improved performance in NEEVs. As the demand for electric vehicles continues to grow, PCBA technology remains critical for advancing vehicle efficiency, safety, and intelligence.

### Customized PCB Assembly Solutions to New Energy Electric Vehicles

- ✓ BMS management system
- ✓ Power control system
- ✓ ADAS system
- ✓ Onboard charging module
- ✓ In-vehicle entertainment system
- ✓ .....



### 3. Wearable Medical and Health Devices

Printed Circuit Board Assemblies (PCBAs) are the operational foundation of wearable medical and health devices, powering everything from fitness trackers to continuous glucose monitors. They enable miniaturized, low-power designs with integrated sensors, processors, and wireless modules for real-time health data capture and transmission.

In these devices, PCBAs must meet stringent requirements for reliability, biocompatibility, and electromagnetic compatibility (EMC) to ensure patient safety and comfort. Advanced PCBAs with flexible substrates, high-density interconnects (HDI), and low-power consumption are critical for extended battery life and discreet wearability.

As the industry evolves, PCBAs are increasingly incorporating AI algorithms and cloud connectivity, enabling personalized health insights and remote patient monitoring. Their ongoing innovation is essential for driving the next generation of wearable healthcare solutions, improving diagnostic capabilities and empowering individuals to take control of their health.

#### POE Medical-Grade PCBA Services

- **ISO9001:2015:** International certification standard for quality management systems (QMS)
- **ISO13485:2016:** Quality management system standard for medical device manufacturers
- **IPC-A-610:** Standard for the acceptability of electronic components
- **UL 94:** Flammability standard for materials used in electronic products
- **IPC III:** Regulations for PCBA quality and reliability
- **Clean, static-free working environment**

## MEDICAL

Health Sector



### 4. Energy Storage Power Supply Equipment

Printed Circuit Board Assemblies (PCBAs) serve as the operational core of Energy Storage Power Supply Equipment, managing critical functions like battery monitoring, power conversion, and system protection. They ensure stable energy flow, optimize charging/discharging cycles, and enable real-time performance tracking.

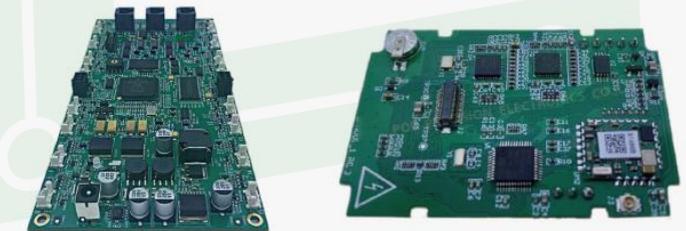
PCBAs in this sector require high reliability, thermal resistance, and electromagnetic compatibility (EMC) to withstand harsh conditions. Advanced designs with integrated sensors and smart algorithms enhance efficiency and safety, driving innovation in renewable energy integration and grid stability.



As energy storage systems grow in capacity and complexity, PCBAs with high-density interconnects (HDI) and robust power handling capabilities become increasingly vital. Their role in enabling seamless communication between system components is essential for the development of smarter, more resilient energy infrastructure.

#### POE Power Control PCB/PCBAs Manufacturing Capabilities

- ✓ Power range 1W-100KW
- ✓ Efficiency >95%
- ✓ Power density up to 50W/in<sup>3</sup>
- ✓ Reliability MTBF>200000 hours
- ✓ ...

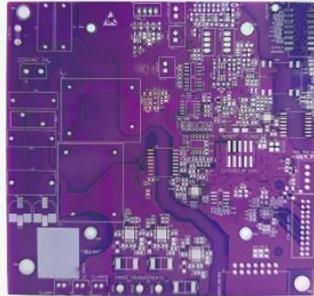


# 05 PCB/PCBA

PCB/PCBA products

## PCB Products

POE PCB established in 1996 in Shenzhen, as one of the leading PCB manufacturer in China, is dedicated to providing High-tech PCB products which including FR4 PCBs, Aluminum PCBs, HDI PCBs, Multilayer PCBs (up to 40 layers), Gold Finger PCBs and Rogers PCBs with annual production capacity of over 15 million square feet.



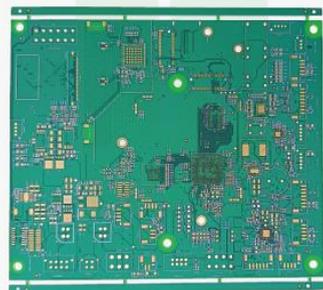
### 6 Layer PCB board

**Material:** FR4  
**Board thickness:** 1.6mm  
**Copper thickness:** 1oz  
**Finish treatment:** Lead free, HASL, Purple Soldermask, White Silkscreen



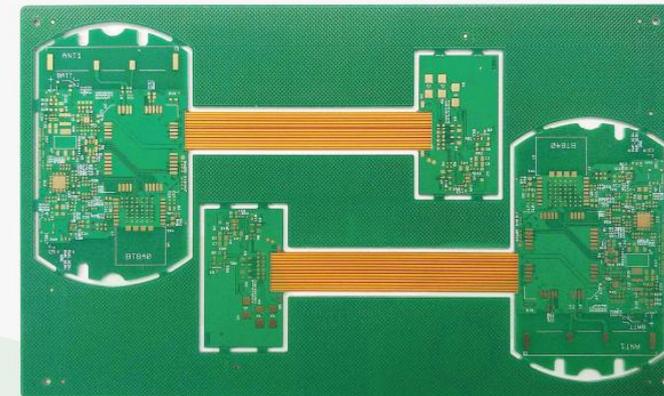
### 8 Layer PCB board

**Material:** FR4  
**Board thickness:** 1.6mm  
**Copper thickness:** 1oz  
**Finish treatment:** Lead free, HASL, Blue Solder Mask, White Legend  
**Application:** Medical Ventilator



### 8 Layer PCB board

**Material:** FR4 TG170  
**Board thickness:** 1.6mm  
**Copper thickness:** 1oz  
**Finish treatment:** Immersion Gold / Green Soldermask / White Silkscreen / Impedance  
**Application:** Robot



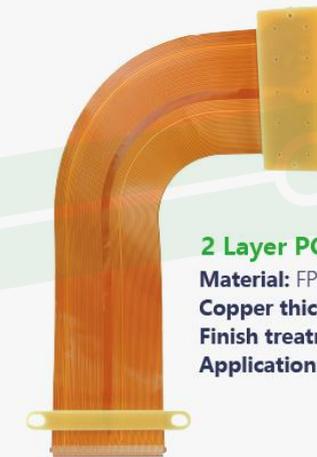
### 14 Layers rigid PCB+ 2Layers FPC

**Material:** FR4+PI  
**Copper thickness:** 1oz  
**Board thickness:** 2.0mm Rigid +0.2 flex  
**Finish treatment:** ENIG



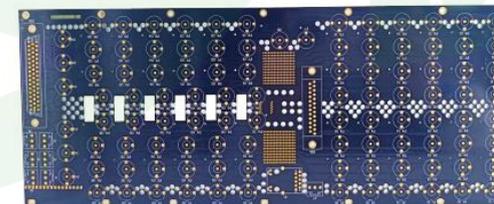
### 4 Layer PCB board

**Material:** FR4  
**Board thickness:** 1.6mm  
**Copper thickness:** 1oz  
**Finish treatment:** Green Solder Mask, White Legend, Impedance



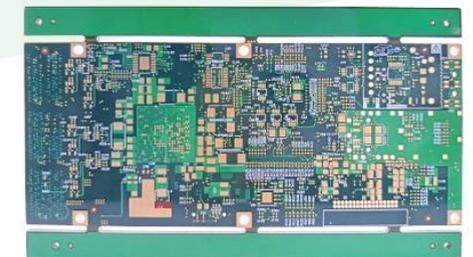
### 2 Layer PCB board

**Material:** FPC  
**Copper thickness:** 1oz  
**Finish treatment:** Immersion Gold  
**Application:** X-ray detectors



### 12 Layer PCB board

**Material:** FR4 TG170  
**Board thickness:** 2.2mm  
**Copper thickness:** 1oz  
**Finish treatment:** ENIG, Black Solder Mask, White Legend, Impedance  
**Application:** Communication



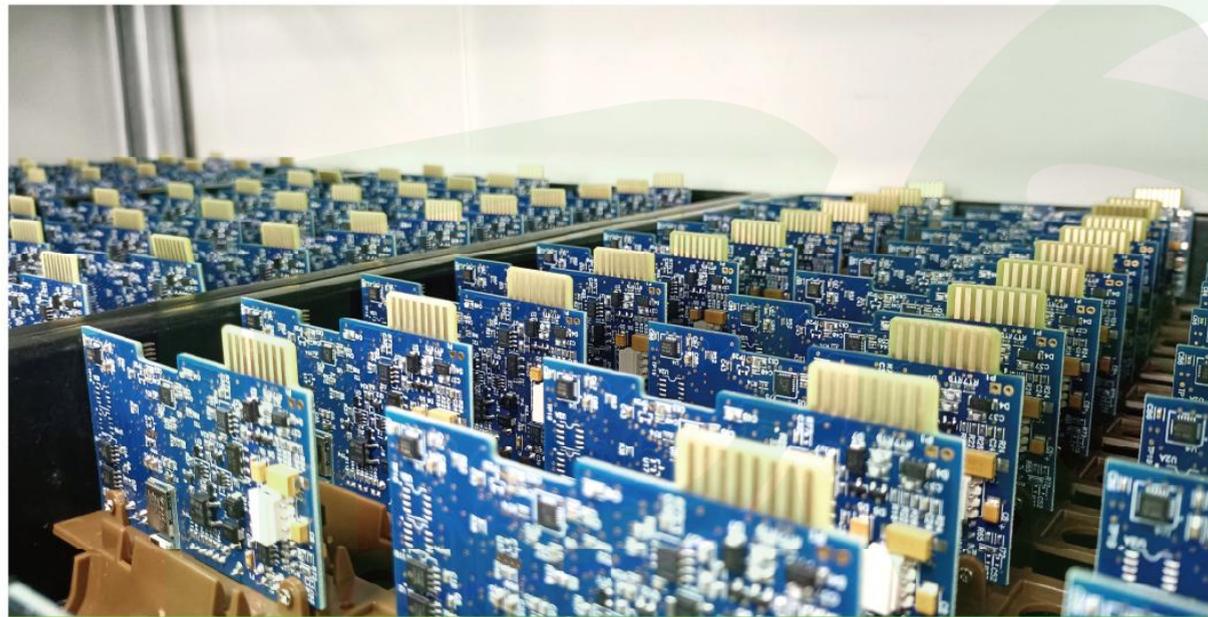
### 12 Layer PCB board

**Material:** FR4 TG150  
**Board thickness:** 77.4mm  
**Copper thickness:** 0.5-1oz  
**Finish treatment:** Dual-thickness Copper, ENIG, Green Solder Mask, White Legend, Impedance, HF  
**Application:** Communication

## PCBA Products

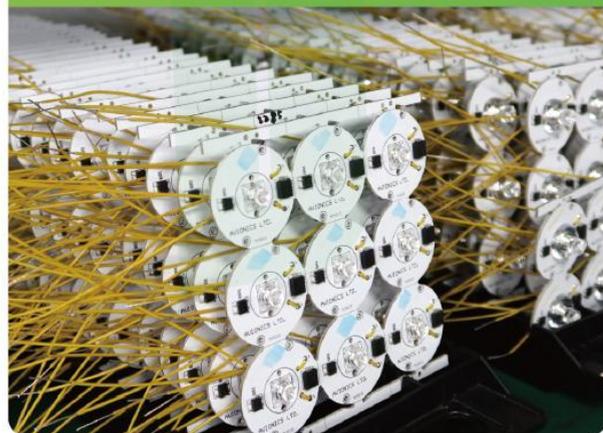
POE provides a one-stop PCBA solution encompassing PCB fabrication, component sourcing, SMT assembly, testing and delivery. From prototype sampling to mass production, we accelerate the progress of customers' projects with standardized processes and flexible customization capabilities.

POE's PCBA products integrate precision manufacturing processes and strict quality control standards, meeting the high-performance requirements for electronic components across multiple industries. Below we present some of our Q4 PCBA products.



### PCBA Product Display

One-stop turnkey PCBA service: high efficiency, high quality, mass production



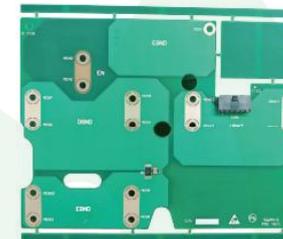
### 4 Layer PCBA

**Material:** FR4  
**Board thickness:** 1.6mm  
**Copper thickness:** 1oz  
**Finish treatment:** HASL LF, Green Soldermask, White Silkscreen  
**Application:** Agricultural Equipment



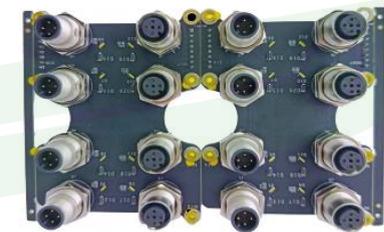
### 6 Layer PCBA

**Material:** FR4  
**Board thickness:** 1.6mm  
**Copper thickness:** 1oz  
**Finish treatment:** ENIG, Blue soldermask  
**Application:** Medical Device



### 4 Layer PCBA

**Material:** FR4 TG150  
**Board thickness:** 1.6mm  
**Copper thickness:** 2.8mil  
**Finish treatment:** CF, ENIG, Green Solder Mask, White Legend  
**Application:** Robot



### 6 Layer PCBA

**Material:** FR4 TG170  
**Board thickness:** 1.6mm  
**Copper thickness:** 2oz  
**Finish treatment:** NIG, Matt back soldermask, White silkscreen  
**Application:** Robot Arm



### 8 Layer PCBA

**Material:** FR4  
**Board thickness:** 1.6mm  
**Copper thickness:** 1oz  
**Finish treatment:** Cu', ENIG, Green soldermask, White silkscreen, Impedance Control



### 14 Layer PCBA

**Material:** FR4 TG170  
**Board thickness:** 1.6mm(max 1.76)  
**Copper thickness:** 1oz  
**Finish treatment:** ENIG, Green soldermask  
**Application:** Data Logger

# POE EVENTS IN Q4



## 06 EVENTS POE Events

POE has always regarded its employees as the core cornerstone of enterprise development. While deeply cultivating the PCB industry, we further interpret our profound humanistic care through comprehensive welfare protection and personalized growth empowerment.

In terms of employee benefits, POE not only improves basic security guarantees, but also pays close attention to the life quality and emotional needs of every employee. We carefully organize various festival-themed activities, as well as exclusive employee birthday parties, Summer Cool Festival and Winter Heartwarming Gifts, ensuring that every memorable moment is cherished with sincere care.

In addition, annual group tours and department-themed team-building activities are the distinctive benefits of POE. From relaxing and unwinding amid mountains and rivers to engaging in interesting team challenges, these activities not only help employees relieve work fatigue, but also strengthen team cohesion amid joyful laughter and cheers.



## Xi'an Team Building

Upon stepping into Xi'an, the air was filled with a unique blend of culinary aromas and historical charm. Our local guide put it perfectly: To understand Xi'an, start with its flavors.

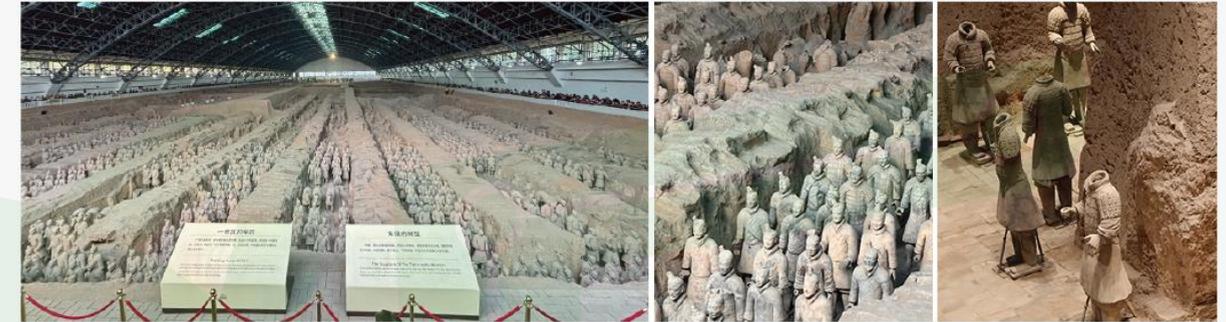
Chang'an Crispy Rice arrived sizzling hot, its golden crust coated in rich tomato-shrimp sauce. A single tap of the spoon unlocked a burst of savory flavors. The Stewed Three Delicacies, with its hearty broth and abundant ingredients, showcased the authentic taste of Shaanxi cuisine.



As dusk fell, the Tang Dynasty Ever-Bright City lit up. Ladies in Hanfu wandered by with flower lanterns, their robes fluttering like figures stepping out of ancient paintings. Street photographers greeted passersby warmly, embodying the inclusive and vibrant spirit of Xi'an.



The next day, standing before the Terracotta Army Pits, we were awestruck by the silent ranks of one-of-a-kind warriors. The guide's story of their discovery sparked reflections on the twists of history. At the Shaanxi History Museum, relics spanning over a million years told tales of the past—walking through the halls felt like traveling through a river of time.



On the final day of the trip, we climbed Xi'an's ancient city wall. Gazing out, we saw two worlds separated by a single wall: timeless tradition on one side, vibrant modern life on the other—a perfect blend unique to this historic city.



### The journey inspired POE's vision for the future:

- **Like the Terracotta Army**, we unite as one. Every team member is an indispensable backbone force, and we forge an unbreakable team through rigorous collaboration.
- **Like the millennium-old ginkgo tree at Guanyin Temple**, we deepen our roots and uphold sustainable development. With profound cultural foundations, we weather market cycles and deliver sustainable value for partners, clients and society.



## A Heartwarming Christmas 2025, POE Filled with Joy

On December 25, 2025, a warm current flowed through POE, contrasting the chilly winds outside. That afternoon, surrounded by the melody of jingle bells, we pressed the "pause button" on work. There were no urgent orders, only a cozy party for the POE team. Surprises began the moment everyone arrived.



By 3 PM, colleagues had gathered at the venue. Each person received a thoughtful gift upon entry—a beautifully wrapped red Christmas apple. Symbolizing "safety and peace," it carried the company's sincerest wishes. Holding these vibrant tokens of holiday cheer, everyone's smiles became the perfect opening act for the afternoon.



"No KPIs today, only laughter!" declared the host, kicking off the festivities. Surrounded by festive decorations and the aroma of milk tea, everyone quickly dove into "game mode."

After the games, it was time to refuel with treats. Custom Christmas cakes and delicate pastries were served, filling the air with the sweet scents of cream and tea.

But the real highlight was next—the points redemption and scratch-off lottery!

Everyone lined up to exchange hard-earned points for their favorite small gifts. The scratch-off tickets, however, held the most anticipation. "I won!" "Wow, great luck!" Cheers of surprise erupted throughout the crowd. Regardless of the prize, the thrill of revealing each ticket was a joy in itself.

As the host concluded, "May the new year bring us light in our hearts, strength in our hands, and loved ones by our side."

