

Transformation Newsletter

2025 Vol. 2
March 28, 2025



COMPAL
NEXT

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CTO Remarks

CTO
Ivon Chiou



CTO
Douglass Chen



I am pleased to see that everyone has increasingly recognized the importance of the transformation. **Cross-BG collaboration, business and customer expansion efforts are actively progressing.** Although the journey toward achieving our new targets has been challenging, I believe that exciting opportunities are unfolding before us. Let's continue our hard work - we are heading in the right direction!

Over the past month, the scope of the **NEXT project has expanded, with the addition of new valuestreams.** We need to accelerate and collectively strive for the ambitious targets! Cultural change activities are also in progress, and we look forward to engaging more deeply with all of you in the future. We welcome your feedback on NEXT; your voice is crucial to us! Please contact us via email at: NEXT_TO@compal.com

TODAY What's Happening Now?

01

Compal News Updates



Compal and Kalyani Group launch advanced server manufacturing solutions in India

Compal has announced a collaboration with the Electronics division of Kalyani Group. The two parties have signed a Memorandum of Understanding (MOU) to develop server business....[\(read more\)](#)

Compal & APAL Unveil Hestia NTN IoT Dongle at Satellite 2025

Compal in collaboration with APAL, will showcase its latest NTN IoT technology and diverse applications at Satellite 2025, providing stable connectivity for remote areas and global IoT demands....[\(read more\)](#)

Compal Unveils Next-Generation AI-HPC NVIDIA MGX-Based Servers at GTC 2025

Compal demonstrated the latest technological breakthroughs in the AI-HPC GPU server domain, with shipments of servers equipped with NVIDIA GH200 superchips already underway. This development expands the integration of AI and 5G technologies...[\(read more\)](#)

02

NEXT SteerCo Highlights

Our transformation journey has come to a pivotal moment, as captured by the meeting's theme "**Summit camp – make or break!**" Four valuestream teams— **Manufacturing, Procurement, R&D, and TO** — shared their thoughts on current work and path forward, and reflected on the following questions:



- What are we doing well that we should continue to do?
- What do we need to do more or do differently?
- What help do we need?



We also encourage you to actively discuss the above questions with your team, and to act together as we strive to exceed our goals for 2025!

03

VS deep-dive #3 Manufacturing



KEY OBJECTIVES Reduce MVA cost through improved efficiency and optimized asset utilization

VALUESTREAM HIGHLIGHT

<DigiMET> An AI motion-based use case that captures real-time in-line operator motion, analyses in-compliant activities and bottleneck stations, and enables better quality and productivity

Current Progress: pilot completed in KSP4 and now being adopted and rolled out to all lines and other factories

Key Use Cases and Features

De-bottleneck



Real-time detect
bottleneck stations

Loss analytics



Identify variability and
best repeatable cycle time

Re-balancing



Enable improvement via
Line balance analytics



Manufacturing Change Story Sharing

Check out the full video here and get inspired!

ON THE HORIZON What's Coming Next?



BOOST CCM: Master Wave officially rolled out!

On March 24, we launched the 2nd phase of the Capability Building Program for all employees—the Cultural Change Module (CCM). This program will continue for 12 months, utilizing BOOST training to achieve higher learning efficiency!

Celebration Theme: Raise our ambition

I set ambitious goals for myself and proactively step out of my comfort zone

This month's celebration theme is one of our core values – Risk-taking! Do you know what are the target behaviors of Risk-taking?

As a manager I commit to the highest goal we can deliver, clarify what it will take to succeed, and stress-test our action plans

As a team member I embrace and commit to challenging goals. I'm clear and precise on what to do, with whom and by when to achieve them

