



What is NEXT?

Our digitally-enabled transformation that defines the trajectory of Compal for the next 40 years

CTO remarks



Douglass Chen



Iyon Chiou

Thank you all for what we have achieved in 2024, especially for the hard work over the past six months. As we **move into the implementation phase**, it is crucial that we actively advance our **initiatives towards L4**.

We are heading into a challenging and uncertain 2025. However, **change is already underway**. This is a time to rethink everything and accelerate our efforts. I am confident that through our collaboration, we will overcome the hurdles and achieve even greater success! I hope **everyone enjoys the holiday season**, taking the time to relax and recharge for the new year.

We invite more of you to join us in this exciting journey. Your insights and inquiries about NEXT are welcome - please reach out at NEXT_TO@compal.com



Today: What's happening now?

1

What have we achieved during the Mobilization Phase?



1800+ financial initiatives

~70% reached L4+



45 digital use cases in plan

5 POCs developed

13 use cases fully planned (L3)

(As of 2024/12/20 2pm)

Check out our colleagues' experience in the transformation journey:



2

"Culture Big Bang" on core values and target behaviors

In the next 2~3 years, we will launch a series of ongoing capability-building programs via Boost App to foster growth for everyone within the organization and to seamlessly integrate our core values into daily operations

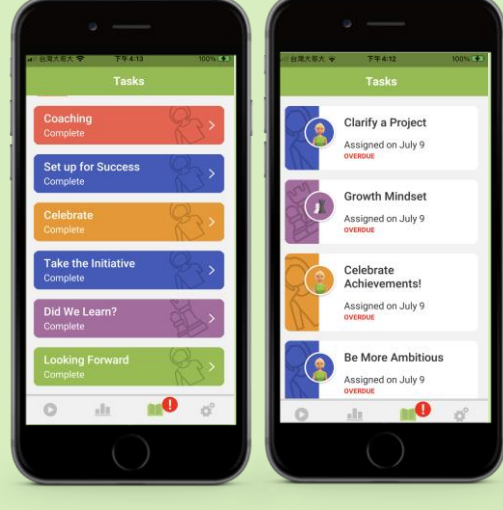


Scenario-based Mobile-learning

20-day "Introductory Program"
(Launched since Dec 16th in 2 Waves)



18-month ongoing capability development



Let's all actively engage in the program and strive for a 100% completion rate! By embracing our core values and practicing the target behaviors, we can cultivate a more dynamic and collaborative workplace and enhance our collective performance!

3

VS deep-dive #1: R&D productivity



Key objectives

- Best optimize project resources and minimize non-core activities
- Increase core productivity enabled by digital and performance management



Ideations workshops



Valuestream highlight: Gen AI R&D Virtual Expert

Gen AI R&D Virtual Expert: GenAI-enabled knowledge management solution to boost R&D troubleshooting productivity



Current progress

Virtual Expert has been pushed to L3, currently undergoing MVP sprints focused on trouble shooting, with advanced AI models being developed for further tuning its accuracy



GenAI R&D Virtual Expert demo and ideations

Key use cases and features



Troubleshooting

Troubleshoot to identify root cause and provide solution



Knowledge enquiry

Conduct design knowledge and best practice research



Knowledge base establish

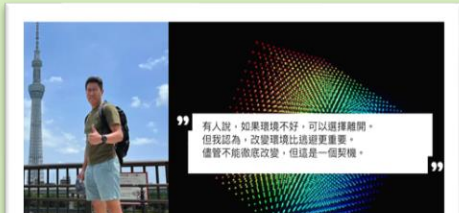
Maintain a function knowledge base and document library



Change story sharing from R&D VS members



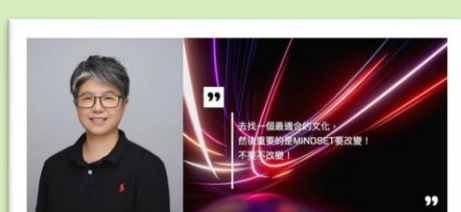
Kevin Su - VP



KevinSH, Cheng - FM

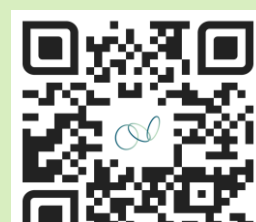


Peter Hsieh - DD



Gaby Lin - DD

Scan here to view the full video of change story sharing:

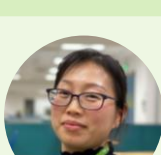


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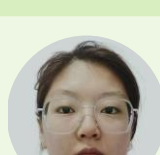
Celebration for the winners!



Celebration Theme Winners ("Empowerment")



Funny Fan
MPM



Dongrui Li
IE



Kelly Xu
Culture



Top 10 largest quick-wins (Key IOs and teams)



Wave Tang
Topline - A31



Cary Wu
Topline - C38



Karen Yang
Topline - C38



Dola Kuo
Procurement - Direct SDBG



Hedy Lee
Procurement - Direct PCBG



Sylvia Li
Procurement - Indirect MRO



Jerry Ju
SCM - A31



Rick Wang
MFG - CTY



MFG - KSP3



MFG - KSP4

On the horizon: What's coming next?



Celebration theme: Accountability, Accountability, Accountability!!!

This month's celebration theme is one of our core values - **Accountability, Accountability, Accountability!!!** Do you know what are the target behaviors of Accountability?



Put the business first



End-to-end ownership



Shared ownership

Remember to identify the winners for each valuestream, recognize them on WAVE, and celebrate during weekly TO meetings!



Final words as we wrap up the year...

As we entered the implementation phase, we are at a pivotal moment in the transformation journey. Next year is going to be a challenging year. However, collaboration, communication, and a shared vision will be key to overcoming the hurdles ahead. Let's remain focused and committed to implementing the initiatives and translate them into true value for our organization!