

Transformation Newsletter

Vol. 6 | December 26, 2024



COMPAL
NEXT



What is NEXT?

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

CTO remarks



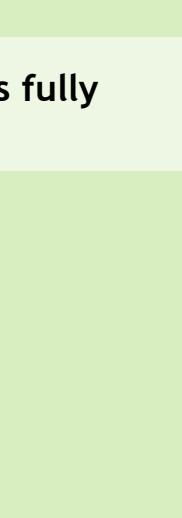
Douglass Chen

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.



Ivon Chiou

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+



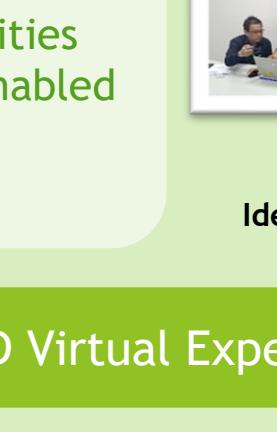
45 digital use cases in plan

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



GenAI R&D Virtual Expert demo and ideations

Key use cases and features	Troubleshooting	Knowledge enquiry	Knowledge base establish
	Troubleshoot to identify root cause and provide solution	Conduct design knowledge and best practice research	Maintain a function knowledge base and document library

3

VS deep-dive #1: R&D productivity

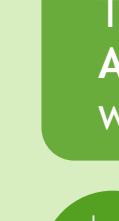


Key objectives

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



Ideations workshops



Current progress

Valuestream highlight: Gen AI R&D Virtual Expert

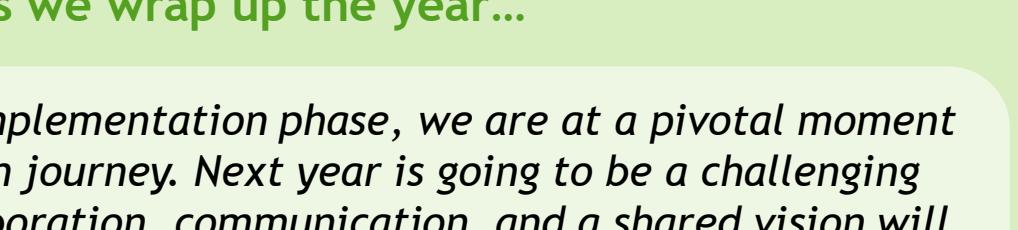
Virtual Expert has been pushed to L3, currently undergoing MVP sprints focused on trouble shooting, with advanced AI models being developed for further tuning its accuracy



GenAI R&D Virtual Expert demo and ideations



GenAI R&D Virtual Expert demo and ideations



GenAI R&D Virtual Expert demo and ideations

4

Celebration for the winners!

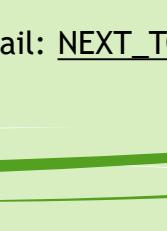


Celebration theme: Winners (“Empowerment”)



Funny Fan

MPM



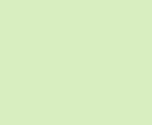
Dongrui Li

IE



Kelly Xu

Culture



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

Wave Tang

Topline - A31

Cary Wu

Topline - C38

Karen Yang

Topline - C38

Dola Kuo

Direct SDBG

Hedy Lee

Direct PCBG

Procurement MRO

SCrry JU

RFGC - WCY

MFG - KSP3

MFG - KSP4

5

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!