

Transformation Newsletter

Vol. 4 | October 31, 2024



COMPAL
NEXT



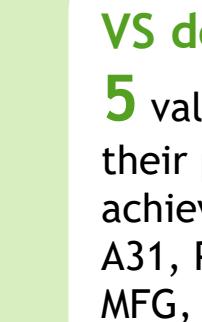
What is NEXT?

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

CTO remarks



Douglass Chen

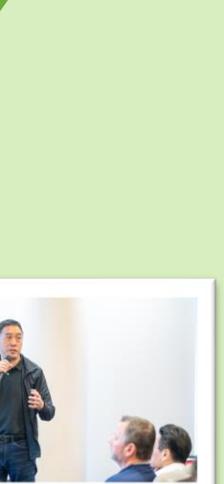


Ivon Chiou

Last week, we reached an important milestone with the successful completion of our 2nd SteerCo. It was truly exciting to hear each VS's sharing and to recognize the hard work put in by all of you.

As we advance through Wave 1, let's continue pushing together to bring our initiatives to L3! I'm also thrilled by the Wave 2 roll-out this week, which adds 6 new valuestreams that will uncover new opportunities to drive greater impact!

We look forward to seeing more of you joining us, and welcome your suggestions and questions about NEXT. Don't hesitate to reach out to us at NEXT_TO@compal.com.



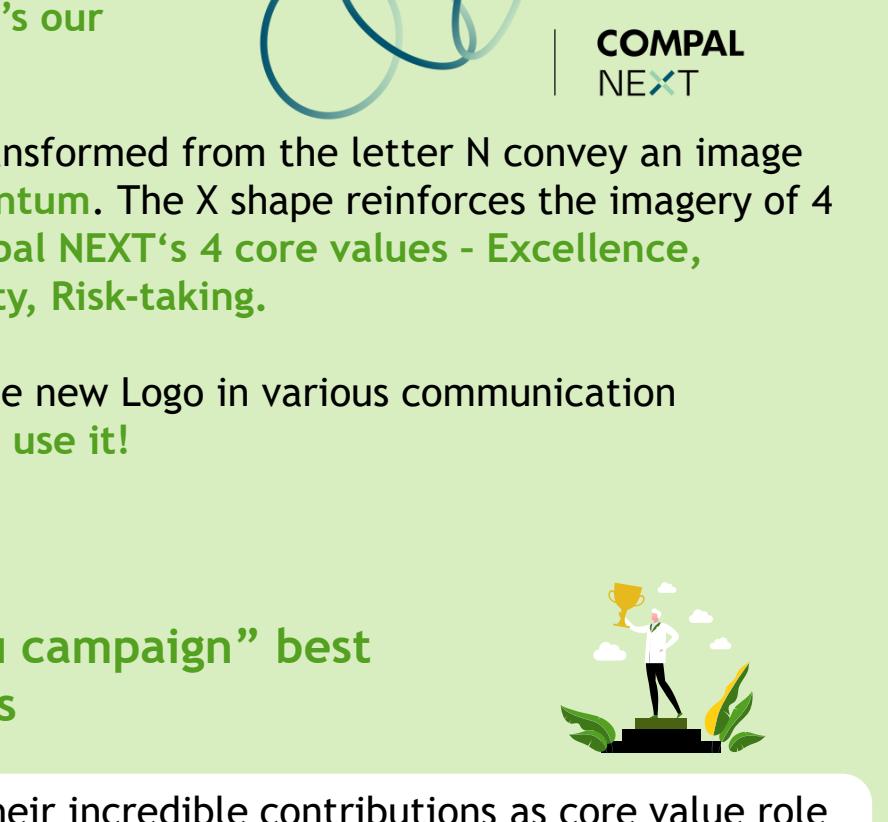
Today: What's happening now?

1

Highlights from SteerCo

VS deep-dive:

5 valuemstreams shared their progresses and achievements (Topline A31, Procurement PCBG, MFG, Culture, Finance)

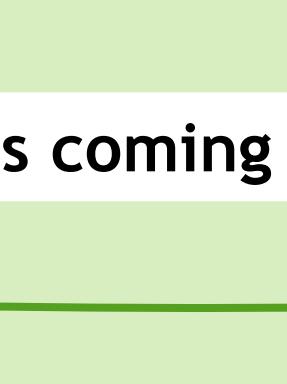


Celebration:

15 colleagues were rewarded with Special Bonus!

2

Check out our new NEXT Logo!



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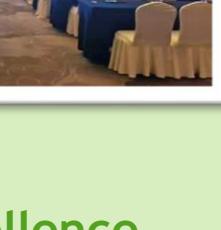
Notice anything different at the top of this newsletter? YES! It's our new NEXT Logo!

The dynamic circular rings transformed from the letter N convey an image of continuous upward momentum. The X shape reinforces the imagery of 4 directions, aligning with Compal NEXT's 4 core values - Excellence, Empowerment, Accountability, Risk-taking.

Soon after, you will receive the new Logo in various communication materials. Please feel free to use it!

3

"Thank-you campaign" best nominations



3 nominees stood out due to their incredible contributions as core value role models! Thank you for your dedication and for bringing positive spirits to those around you!



Renee Gu

Manager

CN PC MRO PUR Div.

Renee consistently provides prompt assistance for our data retrieval request. She has also taught me how to present information clearly to improve my communication with supervisors.

Please check out the full list of nominations on our NEXT website:



KC Chen

SVP

SDOBG

KC never gives up, and spreads positivity to others everyday. Working with him is truly a joy!



Angus Lin

Manager

R&D

After years of working together, I truly appreciate how vital Angus is to our SPT SA team. He inspires the entire team, leading by example to tackle problems collaboratively.



Special Bonus (until Nov. 15)

As a reminder, special bonus will be given out for:

- Top 10 largest quick-wins (reach L4)
- Top 10 role models for target behavior

Raise our ambition



Raise our standards



Grow our capabilities

Remember to identify the winners for each valuestream and celebrate for them during our weekly TO meetings!

Celebration theme: Excellence, Excellence, Excellence!!!

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

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CTO roadshow

CTOs will visit Kunshan in mid-Nov and host an exciting roadshow workshop on Nov. 12! This is a fantastic opportunity to spread enthusiasm and involve more people in our journey. Stay tuned for more details!

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