



What is NEXT?

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

CTO remarks



Douglass Chen



Ivon Chiou

As we march forward in full speed for mobilization, we'd like to share some highlights from various fronts – ranging from innovative digital use cases, culture core values and inspiring change stories, and the excitement we've seen at the front lines. We promise there's much more to come!

You are all integral to this journey, and we look forward to receiving your suggestions and questions on changes you hope to see. Please don't hesitate to reach out to us at NEXT_TO@compal.com

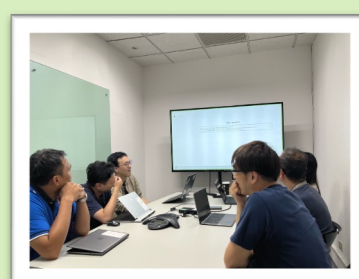


Today: What's happening now?

Innovative Digital Use-Cases POC

1

The GenAI R&D virtual expert could become our engineers' best teammate, reducing debugging lead times to a fraction of what they are now!



Manpower Optimizer (MPO) can provide day-to-day production line manpower recommendations, based on smart scenario planning

2

Culture core values and change story "broadcast"

Have you seen displays of "Excellence" around the office? Core values of "Accountability", "Empowerment" and "Risk-taking" will follow. Stay tuned!



Change stories, based on personal experience and aspirations, are now being shared in meetings and in videos! Your turn next!



Excitement across the front line

3



Vincent Fan
R&D
DQA A31 TPE

"In a recent ideation session, we generated nearly 50 initiatives – far exceeding our expectation of just 10! NEXT has sparked our belief that the cross-divisional collaboration we've always dreamed of can finally happen!"



"We are so used to taking orders from managers and just execute. I never knew in this company that we could be encouraged to propose our own ideas to make changes - we frontliners have great improvement insights!"



Alian Li
Manufacturing
PE A31 CDP



Patricia Hsu
Topline
Sales AA8

"I felt really happy to be recognized for 'IDEAs, IDEAs, IDEAs!!!' I was only expecting a small award of NT\$ 1,000, but it turned out to be much larger than what I expected! I can't wait to contribute even more ideas."



On the horizon: What's coming next?



Mini townhall

Schedule mini townhalls with your team for updates on NEXT, change stories sharing, and providing a platform for teams to voice any concerns or suggestions

If you haven't scheduled yet, please do it now!!!

(Manufacturing have conducted theirs already)



Thank-you-campaign

Have you ever come across a colleague who you really want to appreciate or recognize? Here's your chance!



To participate, simply scan the QR code, and submit your thank you note with stories about the colleague from another team (not yours!), who:

- 1) Supported you cross-divisionally with great collaborative spirit; or
- 2) You are impressed by their role modelling of the core values

By the end of next week, the CTOs will review and hand-pick 3 nominees that stand out, and they will receive an award!