



What is NEXT?

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

CTO Opening Remarks

Dear NEXT Transformation Pioneers,
Welcome to the **inaugural issue of our transformation newsletter**, designed to give you a snapshot of what's happening within the program.
First and foremost, we want to **acknowledge the dedication and hard work each of you** is contributing in your respective areas and locations. We also aim to **use this platform to showcase the efforts** of everyone involved
Looking ahead, we hope that years from now, we can reflect on our collaboration and the journey we've taken together. **This is just the beginning**, and while we will experience both growth and challenges, we're in this together!
If you have any question, please feel free to reach out to us via email: NEXT_TO@compal.com



Douglass Chen



Ivon Chiou



Looking back: What have we done?

May 28

NEXT Diagnostic Kickoff

On this day, we embarked on this journey together with over **90+** of you to shape our ambition together



July 5 & August 7

Culture Workshop



25+ passionate change leaders got together to define our cultural ambition, core values and behaviors that resembles the new Compal
100+ leaders & managers and 10k+ employees were engaged in interviews and OHI survey already



August 9 Mobilization Kickoff

100+ of us made the joint commitment to lead the change in this journey (the day we became Co-CTOs!)



Today: What's happening now?



Onboarded **40+** sponsors & leads, and **250+** initiative owners



Mobilizing change agents in A31 Kunshan P3 site



Working sessions on what change agents mean



Organizing SCM kickoff with 100+ leaders

Currently there are **300+** of us in the transformation, and there will be more and more to join very soon!



Built foundational capabilities, upskilled **300+** practitioners



Having automation standardization workshops across multiple sites



4 MFG bootcamps and celebrating the successful completion of training!



Conducting 9 sessions of R&D standard project expense model working sessions



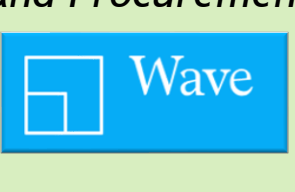
4 MFG bootcamps and celebrating the successful completion of training!



Established various critical transformation infrastructure (e.g., Transformation Office, Wave Tool, Meeting Cadence, Financial baseline)



Having WAVE training sessions with Transformation Office, Topline(sales), and Procurement



WAVE gone live! The single-source-of-truth that will govern our program!



Started to generate initiatives through ideation workshops



Having Digital vendor assessment working session



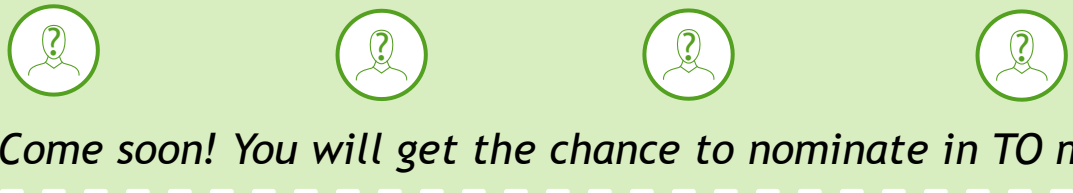
MFG ideation sessions (cameras not allowed on shopfloor!)



SCM process workshop to highlight pain points



Celebrate our people: Star of the week



Come soon! You will get the chance to nominate in TO meetings

On the horizon: What's coming next?



Our program rhythm kicks off next week with the **weekly TO meetings**, where valuestreams will discuss where they are, tackle bottlenecks, and make progress...

..But that's just the start! The **monthly SteerCo gatherings** will showcase the latest in NEXT mobilization, celebrate our people, and share inspiring stories from our CTO.

Remember, the name of the game for this month is IDEAs, IDEAs, IDEAs!!! Don't miss your chance to share the incentive pool!