

Transformation Newsletter

2025 Vol. 1
February 26, 2025



COMPAL
NEXT

What is NEXT?

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



CTO
Ivon Chiou

CTO
Douglass Chen

CTO Remarks

I hope everyone had a refreshing holiday and took the time to recharge! As we return to work, let's embrace the **Year of the Snake**, which symbolizes renewal and letting go of the past, resonating with our transformation journey as we step into a **new phase of implementation**.

We truly appreciate your hard work in 2024. Your dedication has led to many achievements that we can all be proud of. However, we still recognize that challenges lie ahead this year. Your **continued commitment is essential** as we work together towards our **ambitious targets**. Let's collaborate as a team, uphold our core values, and accelerate our executions! At the same time, we also plan to engage more members to **integrate the NEXT engine throughout the entire company**.

This **Newsletter** will keep you updated on our transformation journey, sharing our goals, plans, and project progress **monthly**. **More transparency** for employees is our commitment to you!

Your insights and inquiries about NEXT are welcomed – please reach out at [**NEXT_TO@compal.com**](mailto:NEXT_TO@compal.com)

TODAY

What's Happening Now?

01

What have we achieved 2 months into the Implementation phase?

We have built a robust pipeline for our NEXT program:

L3+ pipeline continues to be healthy 100+% v.s. mobilization target

**L3: Initiative with detailed implementation plan developed*

L4+ impact is on track Securing approximately 70%+ of the full-year mobilization target.

**L4: Initiative in implementation*

On February 14, we held our first Steering Committee meeting (SteerCo) in 2025:

We recognized that 2025 is a year filled with challenges, **yet brimming with opportunities to exceed our goals...**



Valuestream sponsors and leaders engaged in active discussion to contribute insights on:

“ What needs to happen to enable us in reaching ambitious targets for 2025? ”



You are encouraged to take the time to think about this question based on your roles, and discuss with your colleagues!

We urge everyone to strive for the 2025 ambitious targets via 5 critical actions:



Stretch ourselves
(More initiatives)



Accelerate our speed
(Faster implementation)



Strengthen initiatives
(Make initiatives bigger)



Execute better
(Minimize leakage)



Expand scope
(Mobilize everyone)

02

1st Episode of NEXT Podcast is out! (in Chinese)



EP01 - Exclusive dialogue with CTO Douglass Chen
[Demystify the Transformation Office's journey from 0 to 1: Even THIS can be changed?!]

Going forward, new episode will be released monthly. Stay tuned!

How to listen:

Step 1: Scan the QR code and log into iCompal



Step 2: Scroll to the bottom and select [巧一丸寶濃湯] Podcast



03

VS deep-dive #2 Topline



KEY OBJECTIVE

- Increase share-of-wallet via winning new platforms or gaining share from existing platforms
- Achieve quotation excellence by optimizing cross-functional processes

Valuestream Highlight

Quotation management tool

Digital-enabled centralized platform management to ensure price consistencies

Current progress: The quotation management tool is in the final MVP sprint, undergoing feature testing.

Key Use Cases and Features

Centralized Platform



Centralized tool including pricing library data

Quotation builder



Generate quotation from centralized library based on BOM list

Automated report publishing



Output data with review system to perform comparison

Topline Change Story Sharing



Tommy Chen, AE BU1



Hank Lin, Sales Div. 8



Raymond Chang, Sales Div. 6

Check out the full video here and get inspired!





Q: I have some ideas about the transformation and would like to share suggestions. How can I join NEXT program?

A: We welcome all colleagues to actively participate and get involved in the transformation!

Share Your Ideas



feedback form

If you have any suggestions or noticed areas for improvement in the existing systems, please share your feedback via NEXT website or email to NEXT_TO@compal.com. We are committed to reviewing and responding to all submissions!

Join VS to Drive the Change

Transformation covers various Valuestreams (VS) such as Topline, R&D, Digital, and Culture. If you know which VS your department belongs to and wish to become an Initiative Owner (IO), we encourage you to proactively discuss this with your direct supervisor. Your participation is greatly welcomed!

Interested in a Specific Project

If you're unsure about which VS to join or are interested in a specific project (e.g., cross-functional collaboration, exploring new areas), please contact TO directly. We'll help you find the best fit!

ON THE HORIZON What's Coming Next?

Celebration Theme

Risk-taking, Risk-taking, Risk-taking!!!

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

Encourage Risk-taking, Fact-based analysis, Learn from mistakes



NEXT Transformation | Newsletter 2025 Vol.1



Line@



Website



WeChat