## Transformation Newsletter

**2025 Vol. 1** February 26, 2025

## What is NEXT?

COMPAL

66 Our digitally-enabled transformation that defines the trajectory of Compal for the next 40 years 99



## **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** 

## **TODAY** What's Happening Now?

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

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\*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**...



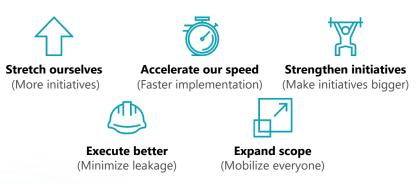
Valuestream sponsors and leaders engaged in active discussion to contribute insights on:

66 What needs to happen to enable us in reaching ambitious targets for 2025? 99



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:



# 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



請選擇網域,填入AD帳號及密碼	
COMPAL	O
Account	
Password	

**Step 2:** Scroll to the bottom and select [**丂一**九 寶濃湯] Podcast



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#### **KEY OBJECTIVE**

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

**Quotation** builder

**Automated** report publishing

Centralized tool including pricing library data

Generate quotation from centralized library based on BOM list perform comparison

Output data with

review system to

#### **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



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 feedback form 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

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Website



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