

Transformation Newsletter

COMPAL
NEXT

2025 Vol. 3

April 29, 2025

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CTO Remarks

CTO
Ivon Chiou



CTO
Douglass Chen



Over the past month, due to evolving tariff policies, I believe that everyone has faced considerable challenges and felt many changes in their respective jobs. While uncertainty remains, I am very glad that since the company launched the transformation project last year, thanks to everyone's proactive attitude, we have been able to respond and formulate strategies in a **faster and more effective manner when faced with changes**.

Additionally, I would like to thank you all for your engagement and commitment to our new targets. **Although we are still slightly behind our full-year goals**, it's crucial that we should take **100% execution** as the guideline for action and focus on leakage recovery. For those of you who are ahead, I encourage you to push further and accelerate your efforts to help the company **fully achieve our common goals!**

We welcome your feedback on NEXT; your voice is crucial to us!
Please contact us via email at: NEXT_TO@compal.com

TODAY

What's Happening Now?

01

Compal News Updates



- in NSTC Collaborates with Compal to Launch the AI Innovation Award** The NSTC, Compal, TCA, and TTA jointly launch the 2025 AI Innovation Award to drive cross-disciplinary AI solutions and inspire broader industry participation... ([Read More](#))
- in Compal Joins 2025 TALENT, in Taiwan Showing Its Talent Sustainability Commitment** Compal joins "2025 TALENT, in Taiwan," working with CommonWealth Learning and 500+ partners to drive talent sustainability... ([Read More](#))
- in Compal Showcasing Server Business at Japan IT Week** Compal showcases AI server racks, immersion cooling, and integrated solutions at 2025 Spring IT Week... ([Read More](#))
- in Supply Chain Sustainability: Compal ESG Collaboration and Innovation** Compal drives innovation through sustainability, developing 30+ next-gen eco materials now... ([Read More](#))

02

NEXT SteerCo Highlights

This month's SteerCo focused on progress and purpose, diving into manufacturing, procurement, R&D, and finance. CEO Tony closed by sharing client stories - they see our transformation and are excited for what's NEXT!



“ Now is the Best Time to Transform
Our customers are seeing our change too! ”



What transformation moments have you noticed in your corner of the business? Let's keep the momentum going as we aim higher and work together to surpass our 2025 goals!

03

VS Deep-Dive #4 Procurement



OUR OBJECTIVE

- o Achieve the best total cost of ownership by optimizing cross-functional collaborations and standardizing processes
- o Turn Procurement data into strategic insights & real impacts.

VALUESTREAM HIGHLIGHT

E2E Digital Procurement roadmap Digital solutions to enhance cross-functional efficiency and build Procurement capabilities.

Current Progress Development started for Spend Analytics and Digital BoM; first feature due in May.

KEY USE CASES AND FEATURES

Digital BoM



Standardize BoM mgmt. across functions.

Spend Transparency & Analytics



Turn spend data into insights efficiently.



Procurement Change Story Sharing

Check out the full video here and get inspired!

04

NEXT Feedbacks Employee Q&A



Feedback Form

Q: We understand the shift from WeChat to WeCom for security reasons. However, WeCom currently limits external communication and raises privacy concerns on personal devices. Why not continue using Teams? We would appreciate further clarification.

A: To strengthen data security and support mobile-first working, we are streamlining our communication tools. WeCom, the enterprise version of WeChat, is now our preferred tool for mobile messaging and group chats. Microsoft Teams will continue to support file sharing, collaboration, and advanced office features.

WeCom is widely adopted by leading global companies and complies with major data protection standards (see WeCom [Privacy Policy](#) for details).

We welcome your feedback during this transition. If you have any questions, please contact IT.

April Celebration Theme “Raise our Ambitions” Award Winner Announcement



Yu Huang, CIT IE

Improved Plant 3 and 5 logistics for better space, flow, and manpower use.

Standardized 3F lines to boost speed & efficiency.

Supported MPT digital rollout and ongoing operations improvement.



Kevin F Fan, CITII IE

Drove digital and process improvements under CWS and customer needs.

Enhanced UPPH and reduced manpower through standardization.



Bin Hu, CQ IE

Built ASSY benchmark line to boost efficiency.

Led production line integration, optimizing space and energy use.

Delivered initiatives that set a transformation benchmark.

ON THE HORIZON What's Coming Next?

Theme of May: Raise Our Standards

I continuously improve our practices and look for innovations across the industry and beyond.

Raise our standards means...

As a manager encourages, challenges, and leads the team to implement innovation projects that raise our performance standards.

As a team member proposes new ideas and approaches to improve our work performance, efficiency, and quality to produce best-in-class outputs.

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