Transformation Newsletter



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NEXT

What is NEXT?

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

CTO remarks



Douglass Chen



Ivon Chiou

On November 12, we had the incredible opportunity to visit Kunshan for our transformation roadshow workshop, bringing together over 800 colleagues from various local sites. We had meaningful discussions around our shared commitment and visions for Compal's future. Voices of many colleagues have been heard, and together, we are dedicated to shaping our path for the next 40 years.

As we prepare to launch the implementation phase, I am thrilled to share that we have generated over 1,750 initiatives that will help significantly enhance our financial performance. Multiple performance engines are also being established to transform our way of working and create a better work environment at Compal.

We invite more of you to join us in this exciting journey. Your insights and inquiries about NEXT are welcome - please reach out at NEXT_TO@compal.com

Today: What's happening now?



Our notable achievements over the past 3 months!

1750+ financial initiatives

75% reached L3+



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(As of Nov. 20th 6PM, 2024)

1st CTO Roadshow successfully took place in Kunshan!

800+ workshop participants across mainland China sites have attended



560+ in Kunshan (In-person)



100+ in Chengdu (Virtual)



130+ in Chongqing (Virtual)

Roadshow highlight #1: Voices from Audience

What's your vision for the future of Compal?

您对仁宝未来的愿景

越来越人性化管理 torever 因材施用,股价翻倍,工资翻倍 员工工资翻倍 希望仁宝未来爆单、再创辉煌 wellbeing 高品质 仁宝 更加有竞争力 产品多元化,创新 希望仁宝产能再创新高目长久 传承延续 盈利翻倍 拥抱变革 巅峰在造 登顶笔记本代工厂 再起飞 少鬥爭, 多合作 獲利越來越高,獎金越來越多 前进500强内 越来越越好, 福利越来越好 稳定,发展,生意旺旺 订单翻倍 越来 红火 智慧 订单多多,生意兴隆 creation 型加学力 胜 的 转型 强 文子 Ovorble 改愛 good 创新,可持续 面 加肉, 如子 的 如 加肉, keep true moving 指续盈利一万年 打破门户之見, 齐心齐力 加肉, keep true moving 相关 资 前加肉, keep true and 新, 如子 的 新 和助加爾 希望公司越来越好 快 做大做强 永续经营,导入ai 可持续发展 加加 超越 股份暴涨 四度地缘 重生 有自己的品牌价 可的 "就工资,奖金多多 high 双新 五告讀 opportunities 成功 订单多多,加册多多,奖金多多,加册多多,奖金多多,加册多多,奖金多多,加册多多,奖金多多,加册多多,奖金多多,加册多多,奖金多多,加册多多,奖金多多,加册多多,奖金多多,加册多多,奖金多多,加册多多,奖金多多,加州多多,奖金多多,加州多人,截求越好 C客吃口中抽水和标子 ipportable mit 多加工资 不少协力,截求越好 医热口子 加肉加肉 化乙酸乙酸 (中心不同,真越创新 有自己的品牌价值 收入翻倍 先进,高效 希望仁宝越来越好! best 永续经营,业界翘楚 赚钱 多加工资 齐心协力, 越来越好 蒸蒸日上 越來越好 innovatio

How do you define the success of this transformation?



Roadshow highlight #2: CTO Q&A session



Selected question

Q: Are we considering the development of non-PC business? Which sectors are Compal looking to expand into?

A: We are committed to investing in new emerging businesses, while making sure that our core business - PC - is profitable. In addition to AI servers and auto electronics, we also consider smart medical devices as an important opportunity for Compal's future growth.

To view video clips for workshop & Q&A session, please scan the QR code:



Celebration for the winners!





Dola Kuo Procurement - Direct SDBG



Digital team 20 colleagues from TP 8 colleagues from KS



Top 10 target behavior role models

Celebration

Theme Winners ("Excellence!")



Operating -

Assembly

Sachiel Zhu

IE - Process

Optimization

Congo Zhao

FATP QA 1 - T12 QA QC



Jun Xiang

Packaging Division 2

Daniel Lee

PE NPI



Miuky Liu

Quality

Yamin he

PM NPI





Tina Yang SMT-BS warehouse and materials

Monica Wi

Procurement

Jessica Yang

Procurement





Tina Chang Investor relations

Check out the stories of 10 role model winners:



On the horizon: What's coming next?

Celebration theme: Empowerment, Empowerment, Empowerment!!!

This month's celebration theme is one of our core values -**Empowerment, Empowerment, Empowerment!!!** Do you know what are the target behaviors of **Empowerment**?

Set up for success



Open mindedness



Coach for performance

Remember to identify the winners for each valuestream, recognize them on WAVE, and celebrate during weekly TO meetings!

Special Bonus (Winners to be awarded in next SteerCo)

As a reminder, special bonus will be given out for: Top 10 largest quick-wins (reach L4)

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