

# Transformation Newsletter

2026 Vol. 1  
Mar. 30, 2026

COMPAL  
NEXT

## Table of Contents

1. Compal News Updates
2. NEXT 4Q25 Incentive Ceremony Highlights
3. 2026 Company Strategy Highlight Video
4. Core Value "Accountability" Learning Resource



Scan QR code to  
view Newsletter

## CEO Message



COMPAL  
NEXT

Dear Team,

I want to express my **deepest gratitude** for your hard work and dedication during 2025. Despite facing a decade-low revenue due to market shifts and global headwinds like tariff uncertainties, we continued investing in long-term growth.

Through your collective efforts, we successfully stabilized our profitability, improving our margins even as we invested heavily in the new business and our overseas expansions. This resilience proves that while the market may fluctuate, the fundamental strength of **NEXT** remains unshakeable.

Beyond the financials, we are building a **future-ready organization**. I am incredibly proud of how our **15,000** colleagues have embraced our cultural transformation and digital evolution. With **28** performance foundations in place and **70** digital use cases in development, we are rapidly transforming to a true digital-centric company.

To our **138** VSLs (valeur stream leaders) and IOs (initiative owners)—and the specialized teams in **Digital, People & Culture, and Accounting**—your contributions are the backbone of this transformation. Let's carry this momentum forward and make the coming year stronger!

Please feel free to share your suggestions about NEXT by emailing us at: [NEXT\\_TO@compal.com](mailto:NEXT_TO@compal.com)

## Compal News Updates

01



- ⚡ Compal Makes Major Step into Space Communications, joining the National Team** Compal is actively participating in the "Pathfinder Communication Payload RF Module Prototype Development" project, initiated by the Taiwan Space Agency (TASA). ... ([Website](#))
- ⚡ Compal Showcases "One Integrated Solution" Rack-Level AI Infrastructure Architecture and Cross-Domain Applications at NVIDIA GTC 2026** Compal presents its next-generation AI data center deployment architecture through a three-rack physical design. Centered on Compute, Power, and Liquid Cooling, the showcase underscores Compal's "ONE Integrated Solution". ... ([Website](#))
- ⚡ Compal Launches 2026 Campus Recruitment, Focusing on AI Servers and Global Expansion** Compal is actively seeking innovative, forward-thinking young professionals with a global mindset to join its journey of growth and transformation. ... ([Website](#))
- ⚡ Compal Releases CGA-QX Docking White Paper : Accelerating Virtual Screening for Drug Discovery with Quantum- AI Hybrid Computing** This reflects Compal's commitment to practical hybrid computing capabilities—combining accelerated computing today with quantum-ready methods for next-generation workflows.... ([Website](#))
- ⚡ Compal Showcases Next-Gen Infrared Safety Technology at CES 2026** Jointly with Arcadyan demonstrates group synergy on showcasing cutting-edge automotive radar platforms alongside Compal's infrared perception systems. ...([Website](#))

02

## NEXT 4Q25 — Incentive Ceremony Highlights

The 2025 Q4 Incentive Award Ceremony was a great opportunity to come together and celebrate the teams and individuals who helped drive our performance and transformation this quarter. **We recognized NEXT 138 value stream leaders and initiative owners**, with special thanks to the Digital Team, People & Culture, Accounting, and the TO team for their strong commitment and all the hard work happening behind the scenes.

We also highlighted individual excellence through a financial award that recognizes personal performance. These moments of recognition reflect the teamwork, collaboration, and execution that continue to move NEXT forward. **We look forward to seeing even more colleagues join the NEXT transformation journey and make a difference!**



TPE



CN KS



VN



CN KS



VN



TPE



CN KS



### 2025 4Q Incentive Ceremony - Event photos

Check out the photos here and get inspired!

03

### 2026 — Company Strategy Highlights Video



瑞馬迎春 戰無不勝

### A new year—let’s align our direction first!

To help everyone quickly align on our company’s direction and key strategic priorities for 2026, we’ve put together the **2026 Company Strategy Highlights video**. This video captures our goals and key actions for the year and is a must-watch as you set your annual objectives and plan your priorities.

Strategy truly comes to life through each of us. We hope this video helps everyone **stay aligned and move in the same direction — turning ideas into action and strategy into results**.

Let’s continue to bring our expertise together, collaborate across teams, and create more possibilities and stronger outcomes in 2026.



### Watch now:

### [2026 Strategy Video \(Compal OneDrive\)](#)

! This material contains confidential company information. Unauthorized reproduction, distribution or disclosure is strictly prohibited and may result in disciplinary action.

## Core Value: Accountability Learning Resource

**-- Accountability is the glue that ties commitment to results --**



Truly accountable people focus on **creating real value for the organization**. At NEXT, accountable execution comes down to three key behaviors:

- 1. Align with the Goal.** Think beyond your own task and focus on what truly benefits the team and the company.
- 2. Drive the Solution.** Be proactive—adjust your approach, find resources, and explore new paths to ensure the problem is truly solved, not just “handled.”
- 3. Win as a Team.** Step in, support one another, and push results across the finish line together.



To support everyone in strengthening accountable execution, we have curated a set of learning resources you can explore at your own pace:

 **Online Courses (TW/CN only) — Compal e-Learning**

 **Featured Article — Compal Intranet Portal**

The 9th Version of <Inside Out!>

What Pixar Teaches Us About Project Management

 **Scenario Learning — Explore more on the Boost App**

