

## EXHIBIT A

### HTC's Enterprise Responsibilities

As the global leader in the design and manufacturing of smart handheld devices, HTC is willing to provide service to the entire human race through its cutting edge technologies. Moreover, HTC hopes the dream of communication without distance, providing information without boundaries would come true through HTC's smart handheld solutions. Based on HTC's excellent talent and innovative technology, HTC is committed to be a preeminent and efficient company, as well as striving to develop quality of life for humanity starting with our customers, Suppliers and the communities in which we live and work.

#### Corporate Ethics Code

To achieve our enterprise's responsibilities, HTC, with our Suppliers and partners, shall comply with the following principles:

1. Compliance with laws: All HTC's Suppliers shall comply with the national laws and the Universal Declaration of Human Rights of the United Nations.
2. Discrimination-free workplace: Suppliers shall provide an equal employment opportunity workplace with regard to non-job-related traits, such as gender, race, religious, belief, national origin, age, marital status, sexual orientation, membership of a labor union or political preference. This applies to all areas of employment, including, but not limited to, such as recruitment, compensation, benefits, training, promotion, termination and retirement. Besides, in case of any employee being perceived to be treated unfairly or improperly, such employee can report complaints via established grievance procedures. The reporting function will assist employees to solve issues in order to improve the quality of the working environment or job effectiveness, if applicable.
3. Safe and healthy working environment: Suppliers is fully responsible to provide employees with a safe, healthy work place, free of risks of occupational injury and illness. In addition, all new hires must attend the mandatory related awareness training when joining on-board. Follow-up awareness training is given periodically.
4. No child labor: Suppliers shall comply with the relevant local Labor Standards Laws and shall not hire any workers under the age of 15.
5. Employment at free will: All employment is based on candidate's free will. There shall never be any threatening and intimidating behavior by Suppliers. Suppliers shall also respect when an employee chooses to resign. Moreover, under the principles of respectfulness and open working environments, employees have the rights to set up or participate in any community activity.
6. No-sexual harassment: Sexual harassment includes behaviors such as solicitation of sexual favors, unwelcome sexual advances or other verbal, visual or physical conduct of sexual nature.
7. Compensation, leave (days off) and overtime: Suppliers shall comply with laws and provide a reasonable compensation and leave policy on the basis of job content and responsibility for each position. For overtime as per business needs, Suppliers shall follow the working hours and overtime payments regulated in the relevant local Labor Standards Laws.
8. Selection of partners and Suppliers: HTC is in compliance with the standards of relevant and applicable regulations, laws and ethic principles for all its business activities. All Suppliers shall comply with the following principles to be HTC's Suppliers:
  - (A) Supplier shall not secure business or any other benefits by methods which could be deemed as illegal and unethical, including but not limited to bribery or providing "kickbacks".
  - (B) Suppliers are insured to protect the confidentiality of HTC materials.
  - (C) Suppliers shall comply with HTC's policy.
  - (D) Suppliers shall demonstrate honest behavior with no fraud or cheating.
  - (E) Suppliers shall commit to provide the following working environment and conditions:
    - (1) A safe and healthy working place.
    - (2) No-discrimination in terms of employees' personal preference or status.
    - (3) An open environment for employees to express personal opinions.
    - (4) No illegal employment, such as child labor.
  - (F) Upon HTC's request, Suppliers agree to provide HTC with documents or proof with respect to Supplier's implementation and compliance with this ethics code.