



EQUAL EMPLOYMENT OPPORTUNITY POLICY

PURPOSE

Targa Resources Corp., including all subsidiaries, (collectively “Targa”) is an equal opportunity employer. Targa does not discriminate in its employment decisions on the basis of race, color, religion, ethnic or national origin, gender, age, marital status, mental or physical disability, veteran status or any other basis protected by applicable federal, state or local law. Equal Employment Opportunity is a fundamental principle at Targa and applies to all practices and procedures relating to recruitment and hiring, compensation, benefits, termination and all other terms and conditions of employment.

POLICY

Targa will make reasonable accommodations to qualified individuals with known disabilities unless doing so would result in undue hardship to Targa or a direct threat to the employee or other individuals.

Questions, concerns or complaints related to this policy should be referred to Human Resources. In addition, employees can make an anonymous complaint by accessing the Targa Ethics & Compliance Hotline. There are three ways to report incidents or concerns: 1) Calling the Targa Ethics & Compliance Hotline at 1-833-TELLTRC (835-5872). 2) Accessing the Targa Ethics & Compliance Hotline website at <https://targaresources.ethicspoint.com> on a computer. 3) Accessing <https://telltrc.ethicspoint.com> on a smartphone. No retaliation will be taken against any employee for reporting or participating in a complaint or for raising a question or concern related to this policy. Appropriate disciplinary action, up to and including termination, will be taken against any employee or manager for engaging in conduct in violation of this policy.

COMPLIANCE WITH ALL APPLICABLE LAWS

Targa will implement and enforce this policy in a manner that complies with all applicable federal, state, and local laws, rules, and regulations.

INTERPRETATION OF POLICY

Please contact Targa’s Human Resources Department for interpretations or assistance with this policy. If there are inconsistencies between any plan documents and this policy, the plan documents will control.

AT-WILL EMPLOYMENT

All Targa employees are employees-at-will and either Targa or the employee can terminate the employment relationship at any time, with or without notice, and without cause. Targa reserves the right to change or deviate from its published policy, practice, and procedure at any time without prior notice as circumstances or business needs dictate. This policy, practice, and/or procedure is a guideline only and does not create a legally binding document.

EXCEPTIONS

Any exceptions to this policy require prior written approval from an Executive Officer of Targa.