

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID
0093244

EMPLOYER NAME
CULLEN FROST BANKERS INC

ADDRESS
111 WEST HOUSTON STREET, STE 100

CITY/TOWN
SAN ANTONIO

STATE
TX

ZIP CODE
78205

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
741751768

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): QENWXURQEAM6

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

551112 - Offices of Other Holding Companies

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	7	4	39	3	2	0	0	0	18	1	1	0	0	0	75
First/Mid-Level Officials and Managers	115	118	238	22	20	1	4	4	153	15	8	0	1	0	699
Professionals	339	383	528	60	102	0	2	12	360	48	65	1	2	16	1918
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	23	9	61	4	2	0	0	3	23	1	4	0	0	2	132
Administrative Support Workers	484	1450	188	67	34	1	2	13	549	209	76	2	7	30	3112
Craft Workers	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1
Operatives	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1
Laborers and Helpers	6	0	0	0	1	0	0	0	1	0	0	0	0	0	8
Service Workers	4	0	1	1	0	0	0	0	2	0	0	0	0	0	8
CURRENT 2024 REPORTING YEAR TOTAL	978	1964	1055	158	161	2	9	32	1106	274	154	3	10	48	5954
PRIOR 2023 REPORTING YEAR TOTAL	888	1836	994	156	136	3	8	27	1089	260	135	4	10	39	5585

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/15/2024 - 12/31/2024

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

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CITY/TOWN

SAN ANTONIO

STATE

TX

ZIP CODE

78205

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

6/2/2025 3:07 PM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

JAMIE GLASS

Title of Certifying Official

HR TECHNOLOGY & COMPLIANCE MANAGER

Email Address of Certifying Official

JAMIE.GLASS@FROSTBANK.COM

Telephone Number of Certifying Official

210-220-4946

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

JAMIE GLASS

Title and Employer of Primary POC

HR TECHNOLOGY & COMPLIANCE MANAGER
JAMIE GLASS

Email Address of Primary POC

JAMIE.GLASS@FROSTBANK.COM

Telephone Number of Primary POC

210-220-4946