

AMENDMENT OF THE CODE OF BUSINESS CONDUCT AND ETHICS

On July 20, 2023, the Board of Directors of CrossFirst Bankshares, Inc. (the “Company”), upon the recommendation of the Corporate Governance and Nominating Committee, approved certain amendments to the Company’s Code of Business Conduct and Ethics (the “Code”). In addition to several technical, administrative or non-substantive amendments in the Discrimination and Harassment section of the Code, new provisions were added to memorialize the Company’s long-standing commitment to treating all employees with respect and dignity, free from discrimination, harassment or bullying, and protecting all employees’ human rights. Specifically, the Company has memorialized its commitment to comply with all labor laws and to oppose and prohibit human trafficking, slavery and slave labor, and to avoid knowingly doing business with companies that engage in human trafficking or any kind of slavery or slave labor.

On November 3, 2022, as part of a regular review of corporate governance documents of the Company, the Board of Directors, upon the recommendation of the Corporate Governance and Nominating Committee, approved certain amendments to the Code. In addition to certain technical, administrative or other non-substantive amendments, the Code was amended to: (i) clarify that certain transactions involving executive officers or directors are to be reported to and approved by the Audit Committee or the Audit Committee’s designee (except that any “related party transaction” shall be approved in accordance with the Company’s Related Party Transaction Policy); (ii) clarifying the Company’s policy with respect to political contributions to align with the Company’s newly adopted Political Contribution Policy; and (iii) clarifying that waivers of the Code for persons other than executive officers and directors can be granted by the General Counsel.

