

GRI Index

Disclosure	Description	Information / Location in report and website
GRI 1: Foundation 2021		
General disclosures		
GRI 2: General Disclosures 2021		
2-1	Organizational details	Heidrick & Struggles International, Inc. headquartered in Chicago, Illinois, is a publicly traded company under the symbol “HSII” on the NASDAQ Stock Market, and operates in 30 countries. See our Annual Report on Form 10-K for regions where significant operations are located.
2-2	Entities included in the organization’s sustainability reporting	Annual Report on Form 10-K , Part I, Item 1. Business, p. 3
2-3	Reporting period, frequency and contact point	January 1 - December 31, 2024 Annual reporting ESGTeam@heidrick.com
2-4	Restatements of information	None
2-5	External assurance	Heidrick & Struggles received external limited assurance for Scope 1 and 2 emissions.
2-6	Activities, value chain and other business relationships	Our Solutions p. 8-11 Annual Report on Form 10-K , Part I, Item 1. Business, pp. 3-8
2-7	Employees	Our People , p. 15 Annual Report on Form 10-K , Part I, Item 1. Business, pp. 7-8

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2-8	Workers who are not employees	Our Heidrick Consulting business maintains a cadre of 434 expert, external associates who are contracted on an engagement by-engagement basis to perform expert roles such as Executive Coaching, Culture Shaping facilitation, Executive Assessment, and Leadership Development module delivery. These professionals are managed by Heidrick Consulting partners who direct their work and control quality. In our other businesses and Corporate functions, we utilize approximately 453 contractors globally to perform a range of services including data entry, research, presentation support, IT/Digital services, and support for our back office functions.
2-9	Governance structure and composition	Our Board , p. 23
2-10	Nomination and selection of the highest governance body	Our Board , p. 23 Proxy Statement 2025 , Governance, pp. 12-24
2-11	Chair of the highest governance body	Proxy Statement 2025 , Governance, pp. 12-24
2-12	Role of the highest governance body in overseeing the management of impacts	We engage with our stakeholders regularly through a variety of avenues, including meetings, forums, conferences and events, recruitment events, marketing communications, social media, and newsletters. Our Board , p. 23 Proxy Statement 2025 , Governance, pp. 12-24 Corporate Governance Guidelines
2-13	Delegation of responsibility for managing impacts	Our Board , p. 23 Proxy Statement 2025 , Governance, pp. 12-24 Corporate Governance Guidelines
2-14	Role of the highest governance body in sustainability reporting	Our Board , p. 23
2-15	Conflicts of interest	Policy on Resolution of Conflicts of Interest for Directors and Executive Officers
2-16	Communication of critical concerns	Policy on Resolution of Conflicts of Interest for Directors and Executive Officers Proxy Statement 2025 , p. X
2-17	Collective knowledge of the highest governance body	Our Board , p. 23
2-18	Evaluation of the performance of the highest governance body	Confidentiality constraints prevent us from disclosing this information.
2-19	Remuneration policies	Proxy Statement 2025 , pp. XX Corporate Governance Guidelines , pp. 5-6 Misconduct Clawback Policy
2-20	Process to determine remuneration	Proxy Statement 2025 , pp. XX
2-21	Annual total compensation ratio	Proxy Statement 2025 , pp. XX
2-22	Statement on sustainable development strategy	A Message From Our CEO , p. 2
2-23	Policy commitments	Human Rights Policy Statement on Modern Slavery Code of Ethics Supplier Code of Conduct
2-24	Embedding policy commitments	Human Rights Policy Statement on Modern Slavery Code of Ethics Supplier Code of Conduct
2-25	Processes to remediate negative impacts	Our Board , p. 23
2-26	Mechanisms for seeking advice and raising concerns	Our Board , p. 23 Code of Ethics

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2-27	Compliance with laws and regulations	In 2024, Heidrick & Struggles has not had any material non-compliance with any laws and regulations.
2-28	Membership associations	<div><div><ul style="list-style-type: none">• AARP• Ascend Pinnacle• Association of Executive Search and Leadership Consultants• Bottomless Closet• BritishAmerican Business Network• DEI Hub• Disability:IN• Fortune: Most Powerful Women• Foundation for Women Warriors• Girls with Impact• Hispanic Alliance for Career Enhancement• Indigo• INSEAD• Jennifer Tardy Consulting• Luminary• NASDAQ</div><div><ul style="list-style-type: none">• Paradigm for Parity• Parentaly• PFLAG• ProFound• Stanford University• Tanenbaum• The Asian American Foundation• The Conference Board• The Executive Leadership Council• The National Association of Corporate Directors• The University of Chicago• The Latino Corporate Directors Association• United Natives• Wall Street Journal Leadership Institute Board of Directors Council• World Economic Forum</div></div>
2-29	Approach to stakeholder engagement	We engage with the following stakeholders to advance our purpose as a firm: employees and potential employees; clients and potential clients; candidates and potential candidates; stockholders and potential stockholders; and vendors/suppliers.
2-30	Collective bargaining agreements	4.8% of employees are covered by industry-level or national-level collective bargaining agreements. We are committed to respecting our employees’ freedom of association, allowing them the right to establish terms and conditions of employment and to conclude their work commitment with proper notice, all free from any kind of coercion.

Material topics

GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Double Materiality Assessment , p. 18
3-2	List of material topics	Double Materiality Assessment , p. 18
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Double Materiality Assessment , p. 18
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	As a professional services firm with a predominantly knowledge-based workforce, our employees are primarily salaried professionals who do not typically fall under minimum wage regulations. Compensation is determined by market data, the requirements for a role, and the individual’s experience, performance, and location. However, some short-term contract positions may be compensated at or above the minimum wage applicable in their respective regions. Overall, minimum wage comparisons are generally not relevant to our business model and operations.
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Our Solutions , pp. 8-11 Connected through community , p. 16 Proxy Statement 2025 , pp. 10-11
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Emissions to date , p. 20
302-2	Energy consumption outside of the organization	Emissions to date , p. 20
302-3	Energy intensity	Emissions to date , p. 20

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302-4	Reduction of energy consumption	Emissions to date , p. 20
302-5	Reductions in energy requirements of products and services	Emissions to date , p. 20
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Emissions to date , p. 20
305-2	Energy indirect (Scope 2) GHG emissions	Emissions to date , p. 20
305-3	Other indirect (Scope 3) GHG emissions	Emissions to date , p. 20
305-4	GHG emissions intensity	Emissions intensity per unit of revenue: 23 MTCO ₂ e/USD Emissions intensity per employee: 11 MTCO ₂ e/employee
305-5	Reduction of GHG emissions	Emissions to date , p. 20
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	We had 356 new employee hires in 2024. Employee turnover rate (between January 1 - December 31, 2024): • Voluntary terminations: 10% • Involuntary terminations: 5%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Benefits differ across the regions we operate in. In the U.S., employees working a minimum of 25 hours per week are eligible for benefits.
401-3	Parental leave	Total Rewards
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	We track incidents as part of workers' compensation claims. While this disclosure may not be as significant for professional services firms, we strive to create a safe and healthy work environment for all employees.
403-6	Promotion of worker health	Our People , p. 14 Total Rewards
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Our People , p. 13
404-2	Programs for upgrading employee skills and transition assistance programs	Our People , p. 13
404-3	Percentage of employees receiving regular performance and career development reviews	99% of Heidrick & Struggles' employees received annual performance reviews in 2024.
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Our Board , p. 23
405-2	Ratio of basic salary and remuneration of women to men	Total Rewards
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Confidentiality constraints prevent us from disclosing this information.
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Connected through community , p. 16
GRI 415: Public Policy 2016		
415-1	Political contributions	We do not make or reimburse political contributions.
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We had zero data breaches in 2024.