

GRI Index

Disclosure Description		Information / Location in Report and Website		
GRI 1: Foundation 2021				
Gener	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 <u>Annual Report on Form 10-K</u> 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		



Disclosure	Description	Information / Location in Report and Website	
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. 24	
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. 21, 37 Corporate Governance Guidelines, pp. 5-6 Misconduct Clawback Policy	
2-20	Process to determine remuneration	Proxy Statement 2025, pp. 21	
2-21	Annual total compensation ratio	Proxy Statement 2025, pp. 72	
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	



Disclosure	Description	Information / Location in Report and Website	
2-27	Compliance with laws and regulations	In 2024, Heidrick & Struggles has not had any material non-compliance	ce with any laws and regulations.
2-28	Membership associations	• AARP	Paradigm for Parity
		Ascend Pinnacle	Parentaly
		 Association of Executive Search and Leadership Consultants 	• PFLAG
		Bottomless Closet	ProFound
		 BritishAmerican Business Network 	Stanford University
		• DEI Hub	Tanenbaum
		Disability:IN	 The Asian American Foundation
		 Fortune: Most Powerful Women 	The Conference Board
		 Foundation for Women Warriors 	 The Executive Leadership Council
		Girls with Impact	 The National Association of Corporate Directors
		 Hispanic Alliance for Career Enhancement 	The University of Chicago
		• Indigo	 The Latino Corporate Directors Association
		• INSEAD	 United Natives
		 Jennifer Tardy Consulting 	 Wall Street Journal Leadership Institute Board of Directors Council
		• Luminary	World Economic Forum
		 NASDAQ 	
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 col	lective bargaining agreements. We are committed to respecting our employees'
		freedom of association, allowing them the right to establish terms and	d conditions of employment and to conclude their work commitment with proper
		notice, all free from any kind of coercion.	
		notice, an free from any kind of coercion.	
Material	topics	Hotice, an ince from any kind of cocheion.	
Material GRI 3: Mat	•	Hotice, all free from any kind of excitation.	
	terial Topics 2021 Process to determine material topics	Double Materiality Assessment, p. 18	
GRI 3: Mat	terial Topics 2021		
GRI 3: Mat 3-1 3-2	terial Topics 2021 Process to determine material topics	Double Materiality Assessment, p. 18	
GRI 3: Mat 3-1 3-2	Process to determine material topics List of material topics	Double Materiality Assessment, p. 18	
GRI 3: Mat 3-1 3-2 GRI 201: E 201-1	Process to determine material topics List of material topics Conomic Performance 2016	Double Materiality Assessment, p. 18 Double Materiality Assessment, p. 18	
GRI 3: Mat 3-1 3-2 GRI 201: E 201-1	Process to determine material topics List of material topics Conomic Performance 2016 Direct economic value generated and distributed	Double Materiality Assessment, p. 18 Double Materiality Assessment, p. 18 Double Materiality Assessment, p. 18	d workforce, our employees are primarily salaried professionals who do not
GRI 3: Mat 3-1 3-2 GRI 201: E 201-1 GRI 202: M	Process to determine material topics List of material topics Conomic Performance 2016 Direct economic value generated and distributed Market Presence 2016	Double Materiality Assessment, p. 18 Double Materiality Assessment, p. 18 Double Materiality Assessment, p. 18 As a professional services firm with a predominantly knowledge-based	d workforce, our employees are primarily salaried professionals who do not rmined by market data, the requirements for a role, and the individual's
GRI 3: Mat 3-1 3-2 GRI 201: E 201-1 GRI 202: M	Process to determine material topics List of material topics Conomic Performance 2016 Direct economic value generated and distributed Market Presence 2016	Double Materiality Assessment, p. 18 Double Materiality Assessment, p. 18 Double Materiality Assessment, p. 18 As a professional services firm with a predominantly knowledge-based typically fall under minimum wage regulations. Compensation is dete	rmined by market data, the requirements for a role, and the individual's
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Sine of Scape 2 GRIG emissions Emissions to date, p. 20	302-5	· · · · · · · · · · · · · · · · · · ·	Emissions to date, p. 20		
Single Purpose Purpo	GRI 305: E		·		
Other Indirect Scope 3 Other Indirect Scope	305-1	Direct (Scope 1) GHG emissions	Emissions to date, p. 20		
Production of GHG emissions intensity Emissions intensity per amployee 12 MTCO2e/em/USO Emissions to date, p. 20 Emission	305-2	Energy indirect (Scope 2) GHG emissions	Emissions to date, p. 20		
Emissions intensity per employee: 12 MTCO2e/employee Finishors intensity per employee intensity in 2014. Employee turnover rate (between January 1 - December 31, 2024): Voluntary terminators: 170% Voluntary terminators: 170% Voluntary terminators: 170% Voluntary terminators: 170% Intensity terminators: 170% Voluntary terminators: 170% Intensity terminators: 170% Voluntary terminators: 170% Voluntary terminators: 170% Intensity terminators: 170% Voluntary ter	305-3	Other indirect (Scope 3) GHG emissions	Emissions to date, p. 20		
Reduction of GHG emissions Emissions to date, p. 20	305-4	GHG emissions intensity	Emissions intensity per unit of revenue: 24 MTCO ₂ e/USD		
Ref 401			Emissions intensity per employee: 12 MTCO2e/employee		
We had 356 new employee times and employee tumover ate (between January 1 - December 31, 2024): Voluntary terminations: 10%. Not untrary terminations: 5%. 101-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees. Perental leave CRI 403: Vocupational Health and Safety 2018 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 health work environment for all employees. RI 403-1 Occupational Health and Safety 2018 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 health work environment for all employees. RI 403-6 Promotion of worker health Average hours of training per year per employee RI 404-1 Average hours of training per year per employee RI 404-2 Programs for upgrading employee skills and transition assistance programs Our People, p. 13 Our People, p. 13 Our People, p. 13 Our People, p. 13 Our Board, p. 23 Total Rewards GRI 405-1 Diversity of governance bodies and employees RI 405-1 Oversity of governance bodies and employees RI 405-1 Oversity of governance bodies and employees CRI 405-1 Compending interval to lead to the size allows and corrective actions taken CRI 405-1 Diversity of governance bodies and employees Confidentially constraints prevent us from disclosing this information. CRI 415-1 Communities 2016 GRI 415-1 Policy 2016 GRI 415-1 Policy 2016 We do not make or reimburse political contributions.	305-5	Reduction of GHG emissions	Emissions to date, p. 20		
Voluntary terminations: 19% Involuntary terminations: 19%	GRI 401: E	mployment 2016			
Involuntary terminations: 5% A01-2 Perental leave	401-1	New employee hires and employee turnover			
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.			·		
A01.3 Parental leave GRI 403.5 Occupational Health and Safety 2018 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 GRI 404: Training and Education 2016 404.2 Programs for upgrading employee skills and transition assistance programs 404.2 Programs for upgrading employee steeling regular performance and career development reviews 404.5 Percentage of employees receiving regular performance and career development reviews 405.1 Diversity of governance bodies and employees 405.1 Diversity of governance bodies and employees 406.1 Incidents of discrimination and corrective actions taken 406.1 Incidents of discrimination and corrective actions taken 407.6 Incidents of discrimination and corrective actions taken 408.1 Poperations with local community engagement, impact assessments, and development programs 409.1 Poperations with local community engagement, impact assessments, and development programs 409.1 Popitical contributions			• Involuntary terminations: 5%		
GRI 403: Occupational Health and Safety 2018 403-6 Promotion of worker health Average hours of training per year per employee 404-1 Average hours of training per year per employee 404-1 Programs for upgrading employee skills and transition assistance programs 404-2 Programs for upgrading employee skills and transition assistance programs 404-1 Precentage of employees receiving regular performance and career development reviews 404-1 Diversity of governance bodies and employees 405-1 Diversity of governance bodies and employees 406-1 Net sicrimination 2016 407-1 Incidents of discrimination and corrective actions taken 408-1 Operations with local community engagement, impact assessments, and development programs 408-1 Operations with local community engagement, impact assessments, and development programs 409-1 Popical Communities 409-1 Popical Rewards 409-		Benefits provided to full-time employees that are not provided to temporary or part-time employee	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.		
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 Qur People, p. 14 Total Rewards 404-1 Average hours of training per year per employee 404-1 Average hours of training per year per employee 404-2 Programs for upgrading employee skills and transition assistance programs Qur People, p. 13 404-2 Programs for upgrading employee skills and transition assistance programs Qur People, p. 13 404-3 Percentage of employees receiving regular performance and career development reviews 405-1 Diversity of governance bodies and employees 405-1 Diversity of governance bodies and employees 406-1 Non-discrimination 2016 406-1 Incidents of discrimination and corrective actions taken GRI 413-1 Local Communities 2016 413-1 Operations with local community engagement, impact assessments, and development programs Connected through community, p. 16 GRI 415- Political contributions We do not make or reimburse political contributions.	401-3	Parental leave	Total Rewards		
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404-2 Programs for upgrading employee skills and transition assistance programs 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 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 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	GRI 404: Ti	raining and Education 2016			
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	404-1	Average hours of training per year per employee	<u>Our People</u> , p. 13		
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	404-2				
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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	GRI 405: D				
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415-1 Political contributions We do not make or reimburse political contributions. GRI 418: Customer Privacy 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Connected through community, p. 16		
GRI 418: Customer Privacy 2016	GRI 415: P	ublic Policy 2016			
•	415-1	Political contributions	We do not make or reimburse political contributions.		
Substantiated complaints concerning breaches of customer privacy and losses of customer data We had zero data breaches in 2024.	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.		