

HEIDRICK & STRUGGLES INTERNATIONAL, INC.  
233 S. WACKER DR., SUITE 4900  
CHICAGO, IL 60606

**VOTE BY INTERNET - [www.proxyvote.com](http://www.proxyvote.com)**  
**Before the Meeting - Go to [www.proxyvote.com](http://www.proxyvote.com)**

Use the Internet to transmit your voting instructions and for electronic delivery of information up until 11:59 P.M. Eastern Time the day before the meeting date. Have your proxy card in hand when you access the web site and follow the instructions to obtain your records and to create an electronic voting instruction form.

**During the Meeting - Go to [www.virtualshareholdermeeting.com/HSII2021](http://www.virtualshareholdermeeting.com/HSII2021)**

You may attend the meeting via the internet and vote during the meeting. Have your proxy card in hand when you access the website and follow the instructions to join the meeting and vote.

**VOTE BY PHONE - 1-800-690-6903**

Use any touch-tone telephone to transmit your voting instructions up until 11:59 P.M. Eastern Time the day before the meeting date. Have your proxy card in hand when you call and then follow the instructions.

**VOTE BY MAIL**

Mark, sign and date your proxy card and return it in the postage-paid envelope we have provided or return it to Vote Processing, c/o Broadridge, 51 Mercedes Way, Edgewood, NY 11717.

TO VOTE, MARK BLOCKS BELOW IN BLUE OR BLACK INK AS FOLLOWS:

KEEP THIS PORTION FOR YOUR RECORDS  
DETACH AND RETURN THIS PORTION ONLY

THIS PROXY CARD IS VALID ONLY WHEN SIGNED AND DATED.

The Board of Directors recommends you vote FOR the following:

For All ☐ Withhold All ☐ For All Except ☐

To withhold authority to vote for any individual nominee(s), mark "For All Except" and write the number(s) of the nominee(s) on the line below.

1. Election of Directors

Nominees

01) Elizabeth L. Axelrod 02) Laszlo Bock 03) Lyle Logan 04) T. Willem Mesdag 05) Krishnan Rajagopalan  
06) Stacey Rauch 07) Adam Warby

The Board of Directors recommends you vote FOR proposals 2 and 3.

2. Advisory vote to approve Named Executive Officer compensation.

For Against Abstain  
☐ ☐ ☐

3. To ratify the appointment of RSM US LLP as the Company's independent registered public accounting firm for 2021.

☐ ☐ ☐

**NOTE:** Such other business as may properly come before the Annual Meeting or any adjournment thereof.

Please sign as name appears hereon. Joint owners should each sign. When signing as attorney, executor, administrator, trustee or guardian, please give full title as such. All holders must sign. If a corporation or partnership, please sign in full corporate or partnership name by authorized officer.

Signature [PLEASE SIGN WITHIN BOX] Date

Signature (Joint Owners) Date

**Important Notice Regarding the Availability of Proxy Materials for the Annual Meeting:**

The Notice and Proxy Statement and Annual Report are available at [www.proxyvote.com](http://www.proxyvote.com)

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**HEIDRICK & STRUGGLES INTERNATIONAL, INC.**  
**Annual Meeting of Stockholders**  
**May 27, 2021 8:00 AM Central Daylight Time**  
**Via live webcast at [www.virtualshareholdermeeting.com/HSII2021](http://www.virtualshareholdermeeting.com/HSII2021)**  
**This proxy is solicited by the Board of Directors**

The undersigned hereby appoints Kamau Coar and Kelly A. Crosier, or either of them, as Proxies, with full power of substitution, to vote, as directed, all the shares of common stock of Heidrick & Struggles International, Inc. held of record as of March 31, 2021, at the Annual Meeting of Stockholders to be held on May 27, 2021, or any adjournment of the meeting. This proxy authorizes either of them to vote in their discretion on any matter that may properly come before the Annual Meeting or any adjournment of the meeting. You can virtually attend the meeting online by visiting [www.virtualshareholdermeeting.com/HSII2021](http://www.virtualshareholdermeeting.com/HSII2021).

This proxy, when properly executed, will be voted in the manner directed by you. If you sign and return this proxy but do not give any direction, this proxy will be voted "FOR" the election of all nominees for directors listed on the reverse side; "FOR" Proposals 2 and 3; and in the discretion of the proxy holders on any other matters that may properly come before the Annual Meeting and at any adjournment or postponement thereof.

Unless otherwise specified, in order for your vote to be submitted by proxy, you must (i) properly complete the Internet or telephone voting instructions or (ii) properly complete and return this proxy in order that, in either case, your vote is received no later than 11:59 p.m. Eastern time on May 26, 2021.

**Continued and to be signed on reverse side**