

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



SCAN TO
 VIEW MATERIALS & VOTE



VOTE BY INTERNET - www.proxyvote.com or scan the QR Barcode above
 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/HSII2024
 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.

Investor Address Line 1
 Investor Address Line 2
 Investor Address Line 3
 Investor Address Line 4
 Investor Address Line 5
 John Sample
 1234 ANYWHERE STREET
 ANY CITY, ON A1A 1A1

1 OF 2
 1
 2



NAME

THE COMPANY NAME INC. - COMMON
 THE COMPANY NAME INC. - CLASS A
 THE COMPANY NAME INC. - CLASS B
 THE COMPANY NAME INC. - CLASS C
 THE COMPANY NAME INC. - CLASS D
 THE COMPANY NAME INC. - CLASS E
 THE COMPANY NAME INC. - CLASS F
 THE COMPANY NAME INC. - CLASS K
 THE COMPANY NAME INC. - 401 K

CONTROL # → 0000000000000000

SHARES 123,456,789,012.12345
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PAGE 1 OF 2

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

THIS PROXY CARD IS VALID ONLY WHEN SIGNED AND DATED.

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

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) Mary E.G. Bear 03) John Berisford 04) Lyle Logan 05) Willem Mesdag
 06) Thomas L. Monahan III 07) Stacey Rauch 08) Adam Warby

The Board of Directors recommends you vote FOR proposals 2, 3 and 4.

2. Advisory vote to approve Named Executive Officer compensation.

For Against Abstain

3. Ratification of the appointment of RSM US LLP as the Company's independent registered public accounting firm for 2024.

4. Approval of the Fifth Amended and Restated Heidrick & Struggles 2012 GlobalShare Program.

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

JOB #

Signature (Joint Owners) Date

SHARES
CUSIP #
SEQUENCE #

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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

HEIDRICK & STRUGGLES INTERNATIONAL, INC.
Annual Meeting of Stockholders
May 23, 2024 8:00 A.M. Central Daylight Time
Via live webcast at www.virtualshareholdermeeting.com/HSII2024
This proxy is solicited on behalf of the Board of Directors

The undersigned hereby appoints Tracey Heaton and Mark Harris, and either of them, as proxy, with full power of substitution to each of them, to vote, as directed, all the shares of common stock of Heidrick & Struggles International, Inc. held of record as of March 28, 2024, at the Annual Meeting of Stockholders to be held on May 23, 2024, or any adjournment of the meeting. This proxy authorizes Ms. Heaton and Mr. Harris, and either of them, to vote in her or his 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/HSII2024.

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 in accordance with the Board of Directors' recommendations on Proposals 1-4 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 22, 2024.

Continued and to be signed on reverse side

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