

## FAQs: Steelcase + HALCON Relationship

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This document is designed to answer commonly asked questions about the acquisition of HALCON Corporation.

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### Business Relationship

<p><b>Relationship Overview</b></p>	<p>Steelcase has signed a definitive agreement to acquire HALCON, a leading manufacturer of premium private office and conference table solutions.</p> <p>The transaction is still subject to closing conditions and regulatory approvals, after which HALCON will become a Steelcase subsidiary.</p>
<p><b>Why is Steelcase acquiring HALCON?</b></p>	<p>As we implement our strategy to help people do their best work by creating places that work better, the acquisition of HALCON will generate significant progress in leading the hybrid work transformation for professional services customers and others that value the craftsmanship and innovation that HALCON provides.</p> <p>As customers bring employees back to the office, private offices will help their workplace compete by fulfilling the privacy and aesthetic needs that many of their employees experienced while working from home. This addition to our expanding community of brands provides our customers with an extensive range of wood furnishings, supplementing our existing portfolio.</p>
<p><b>How will HALCON and Steelcase operate together?</b></p>	<p>Once the acquisition is completed, Steelcase will operate HALCON as an independent subsidiary which will preserve its brand, craftsmanship, manufacturing, and quality, as well as its existing independent sales representative network. HALCON works with leading rep groups across the United States and fulfills orders through open line dealers.</p> <p>HALCON will be part of the Steelcase community of owned brands, along with AMQ, Designtex, Smith System, Orangebox, Viccarbe, and Coalesse.</p>

<p><b>What else should I know about HALCON?</b></p>	<p>HALCON was established in 1977 by Chairman and Founder, Peter Conway. HALCON was founded with a desire to produce the best wood furniture in the industry. HALCON is focused on the premium wood solutions market. They craft precision tailored workplace furniture of enduring quality, backed by a genuine dedication to service.</p>
<p><b>What do I do if I have a project I want to position HALCON on?</b></p>	<p>Until the acquisition is completed, Dealers may work independently with HALCON for any interim customer needs.</p> <p>Once the transaction is successfully completed, please contact HALCON or their local sales representative in your region for sales opportunities.</p> <p>Contact information can be found at:  <a href="https://www.halconfurniture.com/contact">https://www.halconfurniture.com/contact</a></p> <p>Please see the rest of this document for specific questions.</p>

## Steelcase Channel Strategy

<p><b>Will competitive dealers in my market continue to have access to the HALCON line after the acquisition closes?</b></p>	<p>Yes. HALCON will remain an open line manufacturer.</p>
<p><b>Does this relationship signal a change in Steelcase's channel strategy?</b></p>	<p>No, this is consistent with previous acquisitions and does not represent a change in our channel strategy.</p> <p>Once the acquisition closes, HALCON will continue to sell through local sales representatives and fulfil orders through open-line dealers in the market, while also helping Steelcase dealers offer a much broader portfolio of premium wood products.</p>
<p><b>How can I learn more about HALCON?</b></p>	<p>For general information, visit:  <a href="https://www.halconfurniture.com/about">https://www.halconfurniture.com/about</a></p> <p>For product images, visit:  <a href="https://www.halconfurniture.com/image-bank">https://www.halconfurniture.com/image-bank</a></p>

## Product Information

<p><b>What products and finish options does HALCON offer?</b></p>	<p>HALCON offers an extensive portfolio of wood products for private offices, conference rooms, training rooms, and open plan workstations. HALCON is also known for endless customization through project management, engineering, and manufacturing systems all designed to optimize flexibility so they can be as responsive, efficient, and creative as possible. For more information on HALCON products visit:  <a href="https://www.halconfurniture.com/products#all">https://www.halconfurniture.com/products#all</a></p> <p>HALCON uses different finish technology and colors, so there is no intention to make Steelcase finishes available on HALCON products.</p>
<p><b>Will HALCON products be branded Steelcase after the acquisition closes?</b></p>	<p>No, HALCON products will continue to be offered under the HALCON brand.</p>
<p><b>Will all dealers have access to the full HALCON portfolio after the acquisition closes?</b></p>	<p>Yes, all Steelcase dealers will have access to HALCON's complete catalog of products.</p>
<p><b>Are HALCON products available outside the United States?</b></p>	<p>HALCON currently ships to the US, Mexico, and Canada.</p> <p>HALCON provides products to EMEA and APAC through an export model on a project-by-project basis.</p> <p>Once the transaction closes, if you have an international opportunity contact HALCON at <a href="https://www.halconfurniture.com/contact">https://www.halconfurniture.com/contact</a>.</p>
<p><b>Do HALCON products pass BIFMA standards?</b></p>	<p>HALCON designs all its products to meet or exceed BIFMA standards, and their safety and durability have been proven through decades of quality products. HALCON does not currently register their products to the BIFMA Compliance Product Registry.</p> <p>While their products do not carry BIFMA test certifications, our intent is to provide BIFMA testing documents overtime.</p>
<p><b>Are HALCON products environmentally certified?</b></p>	<p>HALCON utilizes FSC certified materials in their products and their products are also Clean Air GOLD certified. FSC Chain of Custody and Clean Air Gold Certificates can be found at:  <a href="https://www.halconfurniture.com/assets/about/Sustainability_Certifications_04_2021.pdf">https://www.halconfurniture.com/assets/about/Sustainability_Certifications_04_2021.pdf</a></p>

## Sales Tools and Support

<p><b>Will I be able to order product for my showroom after the transaction closes?</b></p>	<p>Once the transaction closes, you will be able to order product for your showroom by working with HALCON.</p>
<p><b>Will training be available for Steelcase sales and dealers after the acquisition closes?</b></p>	<p>HALCON plans to offer a variety of training resources in the months after the transaction closes for our sales and dealer network to become familiar with HALCON, their products and project process.</p>
<p><b>How should I contact HALCON after the acquisition closes?</b></p>	<p>When contacting HALCON, you can use the following guidelines:</p> <ul style="list-style-type: none"> <li>• <b>For general inquiries</b> you can use the contact information on HALCON's website located at: <a href="https://www.halconfurniture.com/contact">https://www.halconfurniture.com/contact</a></li> <li>• <b>For opportunity design, spec and product questions:</b> Connect with the local HALCON representative for your area. They can be identified by state on HALCON's website at <a href="https://www.halconfurniture.com/contact">https://www.halconfurniture.com/contact</a></li> <li>• <b>Purchase orders:</b> Purchase orders can be submitted to <a href="mailto:halcon@halconfurniture.com">halcon@halconfurniture.com</a> or 507.533.4235</li> </ul>

<p><b>How do I design and specify HALCON products after the transaction closes?</b></p>	<p><b>CAD and REVIT models</b> for some HALCON products can be found in the resources section of their website:  <a href="https://www.halconfurniture.com/resources">https://www.halconfurniture.com/resources</a></p> <p>HALCON also publishes some of their product catalog in 2020 Cap /Giza.</p> <p><b>For design and specification of tables</b> you can utilize the HALCON configurator to specify a table and submit for quote, drawings, and CAD files. The configurator is located at:  <a href="https://configure.halconfurniture.com/Apps/HalconWebConfigurator/">https://configure.halconfurniture.com/Apps/HalconWebConfigurator/</a></p> <p><b>Project bids and quote requests</b> can be emailed to HALCON where their staff will work with you to put together a complete bid response. Contact information is available at:  <a href="https://www.halconfurniture.com/contact">https://www.halconfurniture.com/contact</a></p> <p>You can also work directly with your local HALCON representative. They can be identified by state on HALCON's website at:  <a href="https://www.halconfurniture.com/contact">https://www.halconfurniture.com/contact</a></p>
<p><b>What is HALCON's warranty policy?</b></p>	<p>HALCON offers a 10-year warranty for commercial use from the date of delivery. Please refer to Halcon's product warranty on their website for complete details:  <a href="https://www.halconfurniture.com/assets/resources/HALCON-Product_Warranty_11.24.21_Web.pdf">https://www.halconfurniture.com/assets/resources/HALCON-Product_Warranty_11.24.21_Web.pdf</a></p> <p>In a blended solution, the Steelcase warranty applies to all Steelcase products, and the HALCON warranty applies to all HALCON products.</p>

## Pricing and Incentives

<p><b>Will project registration available after the acquisition closes?</b></p>	<p>As HALCON is a true open line, there is no project registration process. For projects, you will be able to work with your local HALCON representative. They can be identified by state on Halcon's website at:  <a href="https://www.halconfurniture.com/contact">https://www.halconfurniture.com/contact</a></p>
<p><b>What are HALCON's standard pricing terms?</b></p>	<p>Contact HALCON for project discounting and freight rates based on your region. Contact information is available at:  <a href="https://www.halconfurniture.com/contact">https://www.halconfurniture.com/contact</a></p>
<p><b>Where can I find more pricing information?</b></p>	<p>HALCON price lists for standard products can be found in the resources section on the HALCON website:  <a href="https://www.halconfurniture.com/resources">https://www.halconfurniture.com/resources</a></p>
<p><b>Are HALCON products available on government contract vehicles?</b></p>	<p>No, HALCON products are not currently available on government contract vehicles.</p>
<p><b>Will HALCON products be available on TrueBlue/MoreBlue/FedBlue once the acquisition is complete?</b></p>	<p>No, HALCON products are not intended to be eligible for these programs.</p>
<p><b>Will Steelcase dealers have preferred pricing after the acquisition is complete?</b></p>	<p>No, as an open line, HALCON currently offers and will continue to offer price discounts on a per-project basis and is based on total project scope.</p>
<p><b>Once the acquisition is complete, will sales of HALCON products count towards Steelcase Rewards programs such as Growth Incentives and Premier Partners?</b></p>	<p>In the future, we will evaluate adding sales of HALCON products in both the Growth Incentives program and the Premier Partners program.</p>
<p><b>Once the acquisition closes, will HALCON continue to require deposits for Steelcase dealers?</b></p>	<p>Yes, as a part of its business model, HALCON requires 50% cash in advance from customers. We do not anticipate an immediate change to this policy.             Payment terms based on credit approval and project scope.</p>
<p><b>Once the acquisition closes, will cash discounts be available?</b></p>	<p>No, HALCON does not offer cash discounts, and that policy is expected to continue.</p>

## Order Fulfillment and Logistics

<p><b>How will I place my orders after the acquisition is completed?</b></p>	<p>Purchase orders should be submitted electronically to <a href="mailto:halcon@halconfurniture.com">halcon@halconfurniture.com</a>.</p> <p>All orders and subsequent change orders must be in writing. HALCON will issue a written acknowledgement. The acknowledgement is the final agreement between HALCON and the customer.</p>
<p><b>What are HALCON shipping lead times?</b></p>	<p>Due to historically high order rates HALCON's lead time is currently extended. Once the acquisition is completed, check with your local HALCON sale representative or regional project manager for updated lead-times.</p> <p>Under normal market conditions, HALCON's typical lead time is between 10-12 weeks.</p>
<p><b>Does HALCON have a minimum order charge?</b></p>	<p>There is no minimum order charge, and that policy is expected to continue after the acquisition closes.</p>
<p><b>Does HALCON pricing include freight charges?</b></p>	<p>No. HALCON quotes all prices as FOB Factory, Stewartville, Minnesota. All shipments are made according to the purchaser's instructions, or what in HALCON's judgement is the best way if instructions are not received, and at the purchaser's risk. All orders are acknowledged with an approximate shipping date. Shipping charges must be prepaid (within the continental United States).</p>
<p><b>Once the application closes, will HALCON symbols be available in SmartTools?</b></p>	<p>In the future, we will explore making HALCON products available in SmartTools and Hedberg.</p>
<p><b>After the acquisition closes, will HALCON products be delivered on Steelcase trucks?</b></p>	<p>No. HALCON operates an independent logistics and distribution network.</p> <p>In the future, we will explore opportunities to consolidate shipping for blended solutions.</p>