



March 30, 2026

**VIA ELECTRONIC MAIL AND OVERNIGHT COURIER**

Mr. Matt Blondino  
Assistant Director, UAW Heavy Truck Department  
International Union, United Automobile Workers of America  
Solidarity House  
800 East Jefferson Avenue  
Detroit, Michigan 48214-2699

**Re: International Motors, LLC and its Springfield, Ohio Facilities**

Dear Mr. Blondino:

I am writing on behalf of International Motors, LLC (the “Company”) to share important information relating to the Company’s Springfield, Ohio facilities.

As you know, the Company and its predecessors maintained a truck assembly plant in Springfield for over 100 years (the “Springfield Assembly Plant” or “SAP”), and workers at that location have been represented by the UAW and its Locals 402 and 658 for many decades. The Company also maintains a separate facility in Springfield directly adjacent to the Assembly Plant known as the Truck Specialty Center (or “TSC”). Workers at TSC are also represented by the UAW and the same UAW Locals, but TSC workers are covered by collective bargaining agreements that are entirely separate and different from those covering the workers at SAP.

In recent years, operations at SAP have been almost exclusively dedicated to building vehicles pursuant to commercial vehicle agreements between the Company and a major OEM customer. These vehicle agreements are scheduled to expire on September 30, 2026. A few years ago, the Company and the UAW mutually agreed to extend the collective bargaining agreements at both SAP and TSC (“CBAs”) to align with the duration of the vehicle agreements. Those CBAs also expire on October 1, 2026. As a result, all current UAW CBAs covering employees at SAP and TSC will expire on October 1, 2026, and the vehicle agreements will end the day before.

These circumstances required the Company to consider various options in determining the future of its Springfield facilities. To avoid a facility closure, the Company worked diligently and persistently to identify and pursue a manufacturing company as a viable purchaser.

Today we announce the signing of an Asset Purchase Agreement (APA) under which Roshel Inc., a leading defense and commercial vehicle manufacturer, will acquire the operating assets of International’s Springfield facilities. Roshel plans to use the Springfield facilities as the hub for its U.S. based, vertically integrated production of commercial, special and armored vehicles with opportunities to expand production with other major commercial vehicle OEMs.

Mathias Carlbauer, President & CEO  
International Motors, LLC  
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Lisle, IL, 60532, USA

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The closing date for this transaction is scheduled for October 2, 2026, subject to customary closing conditions. In accordance with our UAW CBAs, we have secured the agreement of Roshel to recognize the UAW upon the closing of the transaction as the collective bargaining representative of non-exempt employees. Additionally, Roshel has agreed to begin discussions with the UAW conditional on the closing of the transaction related to a new CBA.

The property currently occupied by TSC is included in the assets being purchased by Roshel, but the business currently conducted at TSC will not be continued by Roshel after the closing of the transaction.

We believe this transaction offers an exciting opportunity for new operations at the Springfield location and new employment opportunities that will benefit the entire Springfield community. The Company is prepared to meet with the UAW as mutually agreed to commence bargaining regarding the effects of this transaction on Springfield bargaining unit employees.

Separately, per the standard past practice between the parties when the expiration of any CBA approaches, the Company will provide to the UAW in the near future written notice of the Company's desire to terminate the current CBAs at both SAP and TSC upon their expiration on October 1, 2026.

We understand that you will have additional questions. Representatives of International are ready to engage in meaningful discussion. In the meantime, we will share appropriate UAW contact information with Roshel.

Very truly yours,

Mathias Carlbaum  
President and Chief Executive Officer

cc: Mr. Adam Stevenson, Administrative Assistant, UAW Heavy Truck Department  
Mr. Ed Zirkle, International Representative, UAW Heavy Truck Department

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