

LETTER OF INTENT

ROSHEL INC.

-and-

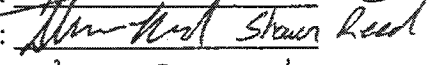
INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL
IMPLEMENT WORKERS OF AMERICA (UAW), AFL-CIO

Roshel Automotive LLC. ("Roshel") entered into an Asset Purchase Agreement with International Motors, LLC ("International Motors") dated March 10, 2026, relating to the Springfield, Ohio facility. As contemplated by Section 6.4(d)(ii) of the Asset Purchase Agreement, Roshel shall, as of the Closing Date, recognize the UAW as the exclusive collective bargaining representative for the corresponding unit of Continuing Employees represented by the UAW prior to the Closing Date.

The success of the Springfield Assembly Plant has always depended on its people and the proud industrial legacy they have built. Roshel recognizes the important contribution of the UAW and its members to the development and success of the facility. The experience, dedication, and specialized knowledge developed by generations of Springfield employees represent an exceptional source of qualified personnel and are an important part of the facility's future potential. For this reason, Roshel intends to give priority hiring consideration to qualified employees currently working at the facility, consistent with its operational requirements and hiring process on new terms of employment. Upon mutual execution of this Letter of Intent, the parties will promptly begin good-faith discussions and negotiations toward a collective bargaining agreement.

This Letter of Intent does not guarantee employment or constitute a collective bargaining agreement and does not adopt any predecessor collective bargaining agreement or assume International Motors' employment obligations. Any binding commitments will be subject to further negotiation and execution of a definitive written agreement by authorized representatives of both parties. Nothing in this Letter of Intent waives either party's rights under applicable law.

For: Roshel Automotive LLC
For: International Union, UAW
Dated: September 2nd, 2026

Its:  Roman Stollings
Its:  Kendra Stollings
Kendra Stollings Kendra Stollings