

ONTARIO
SUPERIOR COURT OF JUSTICE
(COMMERCIAL LIST)

THE HONOURABLE)	THURSDAY, THE 24 TH
)	
JUSTICE OSBORNE)	DAY OF APRIL, 2025

IN THE MATTER OF THE *COMPANIES' CREDITORS ARRANGEMENT ACT*,
R.S.C. 1985, c. C 36, AS AMENDED

AND IN THE MATTER OF MITEL NETWORKS CORPORATION

APPLICATION OF MITEL NETWORKS CORPORATION UNDER SECTION 46 OF
THE *COMPANIES' CREDITORS ARRANGEMENT ACT*, R.S.C. 1985, c. C-36, AS
AMENDED

Applicant

CONFIRMATION RECOGNITION AND TERMINATION ORDER

THIS MOTION, made pursuant to the *Companies' Creditors Arrangement Act*, R.S.C. 1985, c. C-36, as amended (the "**CCAA**") by Mitel Networks Corporation ("**MNC**"), in its capacity as the foreign representative (in such capacity, the "**Foreign Representative**") in respect of the proceedings commenced on March 9 and 10, 2025 in the United States Bankruptcy Court for the Southern District of Texas (Houston Division) (the "**U.S. Bankruptcy Court**") pursuant to chapter 11 of title 11 of the United States Code (the "**Foreign Proceeding**"), for an Order, among other things, (i) recognizing the Confirmation Order (as defined below) made in the Foreign Proceeding and granting certain related relief, (ii) approving the reports to the Court of FTI Consulting Canada Inc. ("**FTI Canada**") in its capacity as information officer (the "**Information Officer**"), and the activities of the Information Officer described therein, (iii) approving the fees and disbursements of the Information Officer and those of its counsel, as described in the Second Report of the Information Officer dated April 22, 2025 (the "**Second Report**") and the fee affidavits attached thereto, (iv) terminating these Canadian recognition proceedings (the "**Recognition Proceedings**") upon service of the Termination Certificate (as defined below) on the service list in these Recognition Proceedings (the "**Service List**"), (v) terminating the Charges upon

service of the Termination Certificate, and (vi) discharging FTI Canada, in its capacity as Information Officer, as at the time of service of the Termination Certificate, was heard this day by videoconference in Toronto, Ontario.

ON READING the Notice of Motion, the affidavit of Janine Yetter sworn April 18, 2025, and the Second Report, each filed,

AND UPON HEARING the submissions of counsel for the Foreign Representative, counsel for the Information Officer, and counsel for such other parties as were present and wished to be heard, no one else appearing although duly served as appears from the lawyer's certificate of service of Andrew Harmes dated April 21, 2025:

SERVICE AND DEFINITIONS

1. **THIS COURT ORDERS** that the time for service of the Notice of Motion and the Motion Record is hereby abridged and validated so that this Motion is properly returnable today and hereby dispenses with further service thereof.
2. **THIS COURT ORDERS** that, unless otherwise stated herein, capitalized terms used and not otherwise defined herein shall have the meanings given to them in (a) the *Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 249] (the "**Plan**"), or (b) the Supplemental Order (Foreign Main Proceeding) of this Court dated March 19, 2025 (the "**Supplemental Order**").

RECOGNITION OF CONFIRMATION ORDER

3. **THIS COURT ORDERS** that the *Findings of Fact, Conclusions of Law, and Order (I) Approving the Debtors' Disclosure Statement on a Final Basis and (II) Confirming the Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and its Debtor Affiliates* [Docket No. 263] granted by the U.S. Bankruptcy Court in the Foreign Proceeding on April 17, 2025 (the "**Confirmation Order**"), a copy of which is attached hereto as Schedule "A", is hereby recognized and given full force and effect in all provinces and territories of Canada pursuant to section 49 of the CCAA; provided, however, that in the event of any conflict between the terms of the Confirmation Order and the Orders of this Court made

in the within proceedings, the Orders of this Court shall govern with respect to Property in Canada.

IMPLEMENTATION OF THE PLAN

4. **THIS COURT ORDERS** that MNC is authorized to take all steps and actions, and to do all things necessary or appropriate to implement the Plan and the transactions thereby in accordance with the terms of the Plan, and enter into, implement and consummate all of the steps, transfers, transactions and agreements contemplated pursuant to the Plan.

5. **THIS COURT ORDERS** that, as of the Effective Date, the Plan, including (i) the treatment of Claims and (ii) all compromises, arrangements, transfers, transactions, releases, discharges and injunctions, in each case as provided for in the Plan and the Confirmation Order, as applicable, are hereby recognized and given full force and effect in all provinces and territories of Canada and shall be binding and effective upon all known and unknown holders of Claims and Interests and all other persons affected thereby, and on their respective heirs, administrators, executors, legal personal representatives, successors and assigns in accordance with and subject to the terms of this Order, the Plan and the Confirmation Order. For greater certainty, nothing herein shall release or affect any rights or obligations under the Plan or the Confirmation Order.

APPROVAL OF ACTIVITIES OF THE INFORMATION OFFICER

6. **THIS COURT ORDERS** that the Pre-filing Report of FTI Canada in its capacity as the proposed Information Officer, the First Report of the Information Officer dated April 8, 2025 and the Second Report (collectively, the “**Information Officer Reports**”), and the activities and conduct of the Information Officer in relation to these Recognition Proceedings as described in the Information Officer Reports are hereby approved; provided, however, that only the Information Officer, in its personal capacity and only with respect to its own personal liability, shall be entitled to rely upon or utilize in any way such approval.

APPROVAL OF FEES OF THE INFORMATION OFFICER AND COUNSEL

7. **THIS COURT ORDERS** that the fees and disbursements of the Information Officer and counsel to the Information Officer, as set out in the Second Report and the fee affidavits attached thereto, be and are hereby approved.

8. **THIS COURT ORDERS** that the fees and disbursements of the Information Officer and its counsel that have been or will be incurred in connection with the Information Officer's completion of its remaining duties in these Recognition Proceedings, with such fees estimated not to exceed \$100,000 in the aggregate (inclusive of applicable taxes), are hereby approved.

TERMINATION OF RECOGNITION PROCEEDINGS

9. **THIS COURT ORDERS** that upon service by the Information Officer of an executed certificate substantially in the form attached hereto as Schedule "B" (the "**Termination Certificate**") on the Service List, these Recognition Proceedings shall be terminated without any further act or formality (the "**Termination Time**"); provided that nothing herein impacts the validity of any Orders made in these Recognition Proceedings or any actions or steps taken by any Person in accordance therewith.

10. **THIS COURT ORDERS** that the Charges shall be and are hereby terminated, released and discharged at the Termination Time without any further act or formality.

DISCHARGE OF INFORMATION OFFICER AND RELATED AUTHORIZATIONS

11. **THIS COURT ORDERS** that the Information Officer be and is hereby directed to issue the Termination Certificate following: (i) its receipt of the Notice of Effective Date (as defined in the Confirmation Order); and (ii) the completion of any other matters necessary to complete these Recognition Proceedings, as determined by the Foreign Representative and the Information Officer.

12. **THIS COURT ORDERS** that the Information Officer is hereby directed to file a copy of the Termination Certificate with the Court as soon as reasonably practicable following service thereof on the Service List.

13. **THIS COURT ORDERS** that effective at the Termination Time, FTI Canada shall be and is hereby discharged from its duties as the Information Officer in these Recognition Proceedings and shall have no further duties, obligations or responsibilities as Information Officer from and after the Termination Time, provided that, notwithstanding its discharge as Information Officer, FTI Canada shall have the authority to carry out, complete or address any matters in its role as Information Officer that are ancillary or incidental to these Recognition Proceedings following the Termination Time, as may be required (“**Incidental Matters**”).

14. **THIS COURT ORDERS** that, notwithstanding any provision of this Order, the Information Officer’s discharge or the termination of these Recognition Proceedings, nothing herein shall affect, vary, derogate from, limit or amend, and the Information Officer shall continue to have the benefit of, any of the rights, approvals, releases and protections in favour of the Information Officer at law or pursuant to the CCAA, the Supplemental Order, any other order of this Court in these Recognition Proceedings or otherwise, all of which are expressly continued and confirmed following the Termination Time, including in connection with any Incidental Matters.

15. **THIS COURT ORDERS** that no action or other proceeding shall be commenced against the Information Officer in any way arising from or related to its capacity or conduct as Information Officer except with prior leave of this Court on not less than fifteen (15) days prior written notice to the Information Officer.

GENERAL

16. **THIS COURT HEREBY REQUESTS** the aid and recognition of any court, tribunal, or regulatory or administrative body having jurisdiction in Canada, the United States of America or any other foreign jurisdiction, to give effect to this Order and to assist MNC, the Information Officer, and their respective counsel and agents in carrying out the terms of this Order. All courts, tribunals and regulatory and administrative bodies are hereby respectfully requested to make such orders and to provide such assistance to MNC and the Information Officer, the latter as an officer of this Court, as may be necessary or desirable to give effect to this Order, or to assist MNC, the Information Officer and their respective agents in carrying out the terms of this Order.

17. **THIS COURT ORDERS** that each of MNC and the Information Officer shall be at liberty and is hereby authorized and empowered to apply to any court, tribunal or regulatory or administrative body, wherever located, for the recognition of this Order and for assistance in carrying out the terms of this Order.

18. **THIS COURT ORDERS** that this Order shall be effective as of 12:01 a.m. on the date of this Order without the need for entry or filing of this Order.

**SCHEDULE “A”
CONFIRMATION ORDER**

[Attached]

ENTERED

April 17, 2025

Nathan Ochsner, Clerk

**IN THE UNITED STATES BANKRUPTCY COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION**

In re:

MLN US HOLDCO LLC, *et al.*,¹

Debtors.

§

§ Chapter 11

§

§ Case No. 25-90090 (CML)

§

§ (Jointly Administered)

§

§

**FINDINGS OF FACT,
CONCLUSIONS OF LAW, AND ORDER
(I) APPROVING THE DEBTORS' DISCLOSURE
STATEMENT ON A FINAL BASIS AND (II) CONFIRMING
THE MODIFIED JOINT PREPACKAGED CHAPTER 11 PLAN OF
REORGANIZATION OF MLN US HOLDCO LLC AND ITS DEBTOR AFFILIATES**

[Relates to Docket Nos. 18, 19, 20, 21, 76, 193, 249, 251, and 256]

WHEREAS the above-captioned debtors and debtors in possession (collectively, the "Debtors"),² having:

- a. entered into that certain *Restructuring Support Agreement*, dated as of March 9, 2025 (as amended, restated, amended and restated, or otherwise modified from time to time, the "Restructuring Support Agreement");
- b. commenced distribution and solicitation, on March 9, 2025, of, among other things, (i) the *Disclosure Statement for the Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 19] (the "Disclosure Statement"), (ii) the *Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 20] (the "Initial Plan"), and (iii) ballots for voting on the Initial Plan to Holders of Claims entitled to vote on the Initial Plan, namely Holders in Class 3 (ABL Loan Claims), Class 4 (Priority Lien Claims), and Class 5 (Non-Priority Lien Term Loan Deficiency Claims) (collectively, the "Ballots"), in accordance with the terms of title 11 of the United States Code, 11 U.S.C. §§ 101 *et seq.* (the "Bankruptcy Code"), the Federal Rules of Bankruptcy Procedure (the "Bankruptcy Rules"),

¹ A complete list of each of the Debtors in these chapter 11 cases may be obtained on the website of the Debtors' claims and noticing agent at <https://cases.stretto.com/Mitel>. The Debtors' service address for purposes of these chapter 11 cases is: 2160 W Broadway Road, Suite 103, Mesa, Arizona 85202.

² Capitalized terms used but not otherwise defined herein shall have the meanings ascribed to them in the Confirmation Brief or the Plan, as applicable.

the Local Bankruptcy Rules for the Southern District of Texas (the “Local Rules”), and the Procedures for Complex Cases in the Southern District of Texas (the “Complex Case Procedures”);

- c. subsequent to the launch of solicitation, commenced these chapter 11 cases (the “Chapter 11 Cases”) by filing voluntary petitions for relief under chapter 11 of the Bankruptcy Code in the United States Bankruptcy Court for the Southern District of Texas (the “Court”) on March 9 and March 10, 2025 (the “Petition Date”);
- d. filed, on March 10, 2025, the *Declaration of Janine Yetter in Support of Chapter 11 Petition and First Day Motions* [Docket No. 18];
- e. filed, on March 10, 2025, the Disclosure Statement and the Initial Plan;
- f. filed, on March 10, 2025, the *Debtors’ Emergency Motion for Entry of an Order (I) Scheduling Combined Hearing on (A) Adequacy of Disclosure Statement and (B) Confirmation of Prepackaged Plan; (II) Conditionally Approving Disclosure Statement; (III) Approving Solicitation Procedures and Form and Manner of Notice of Commencement, Combined Hearing, and Objection Deadline; (IV) Fixing Deadline to Object to Disclosure Statement and Prepackaged Plan; (V) Approving Notice and Objection Procedures for the Assumption of Executory Contracts and Unexpired Leases; (VI) Conditionally (A) Directing the United States Trustee Not to Convene Section 341 Meeting of Creditors and (B) Waiving Requirement of Filing Statements of Financial Affairs, Schedules of Assets and Liabilities, and 2015.3 Reports; and (VII) Granting Related Relief* [Docket No. 21];
- g. obtained, on March 11, 2025, entry of the *Order (I) Scheduling Combined Hearing on (A) Adequacy of Disclosure Statement and (B) Confirmation of Prepackaged Plan; (II) Conditionally Approving Disclosure Statement; (III) Approving Solicitation Procedures and Form and Manner of Notice of Commencement, Combined Hearing, and Objection Deadline; (IV) Fixing Deadline to Object to Disclosure Statement and Prepackaged Plan; (V) Approving Notice and Objection Procedures for the Assumption of Executory Contracts and Unexpired Leases; (VI) Conditionally (A) Directing the United States Trustee Not to Convene Section 341 Meeting of Creditors and (B) Waiving Requirement of Filing Statements of Financial Affairs, Schedules of Assets and Liabilities, and 2015.3 Reports; and (VII) Granting Related Relief* [Docket No. 76] (the “Scheduling Order”), conditionally approving the Disclosure Statement and approving:
 - i. the *Notice of Commencement of Cases Under Chapter 11 of the Bankruptcy Code and Summary of Joint Prepackaged Chapter 11 Plan and Notice of Hearing to Consider (A) Adequacy of Disclosure Statement; (B) Confirmation of Plan of Reorganization; and (C) Related Materials* [Docket No. 76, Ex. 1] (the “Combined Notice”), containing notice of the commencement of these Chapter 11 Cases, the date and time set for the hearing to consider approval of the Disclosure Statement and Confirmation

of the Plan (the “Combined Hearing”), and the deadline for filing objections to the Plan and the Disclosure Statement; and

- ii. (A) the Notice of Non-Voting Status, which informed recipients of their status as Holders of Claims or Interests in the Non-Voting Classes and provided the full text of the release, exculpation, and injunction provisions set forth in the Plan, (B) the Release Opt Out Form, by which such Holders could elect to opt out of the Third-Party Release by checking a prominently featured and clearly labeled box, and (C) the Ballots [Docket No. 76, Ex. 2, 2A, 3A, 3B, and 3C];
- h. entered into that certain *Debtor-in-Possession Term Loan Credit Agreement*, dated as of March 11, 2025 (as amended, restated, amended and restated, or otherwise modified from time to time, the “DIP Credit Agreement”);
- i. served, on March 12 and 13, 2025, (a) the Combined Notice, (b) the Notice of Non-Voting Status, (c) the Release Opt Out Form, and (d) a postage-prepaid, return-addressed envelope in which Holders could return their opt out elections to Stretto, Inc. (the “Solicitation Agent”), as applicable, in accordance with the Scheduling Order, as evidenced by the *Certificate of Service* [Docket No. 166] (the “Solicitation Certificate”);
- j. filed, on March 25, 2025, the *Certificate of Service* with respect to the service of the Solicitation Packages [Docket No. 179] (the “Notice Certificate”);
- k. published notice of the Combined Hearing in the *New York Times* on March 27, 2025, as set forth in the *Certificate of Publication*, filed on April 3, 2025 [Docket No. 195] (the “Publication Certificate”);
- l. filed, on April 3, 2025, the *Notice of Filing of Plan Supplement* [Docket No. 193] (the “Initial Plan Supplement”);
- m. filed, on April 15, 2025, the *Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 249] (as amended, restated, amended and restated, or otherwise modified from time to time, the “Plan”);
- n. filed, on April 15, 2025, a memorandum of law in support of final approval of the adequacy of the Debtors’ Disclosure Statement, Confirmation of the Plan, and reply to the U.S. Trustee Objection thereto (as defined therein) (the “Confirmation Brief”) [Docket No. 251];
- o. filed, on April 15, 2025, the *Declaration of Brian Karpuk of Stretto, Inc. Regarding the Solicitation and Tabulation of Votes Cast on the Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 252], which detailed the final results of the Plan voting process (as may be amended, supplemented, or otherwise modified from time to time, the “Voting Report”);

- p. filed, on April 15, 2025, the *Declaration of Janine Yetter, Chief Financial Officer, in Support of Confirmation of the Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 253] (the “Yetter Declaration”);
- q. filed, on April 15, 2025, the *Declaration of Michael Schlappig in Support of Confirmation of the Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 254] (the “Schlappig Declaration”);
- r. filed, on April 15, 2025, the *Declaration of Paul A. Stroup in Support of Confirmation of the Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 255] (the “Stroup Declaration” and, together with the Schlappig Declaration and the Voting Report, the “Supporting Declarations”);
- s. filed, on April 15, 2025, the *Notice of Filing of First Supplement to Plan Supplement* [Docket No. 256] (as may be further amended, restated, amended and restated, or otherwise modified from time to time, the “First Plan Supplement” and, together with the Initial Plan Supplement, the “Plan Supplement”); and
- t. continued to operate their business and manage their property as debtors in possession pursuant to sections 1107(a) and 1108 of the Bankruptcy Code;

This Court having:

- a. entered, on March 11, 2025, the Scheduling Order;
- b. set April 10, 2025, at 4:00 p.m., prevailing Central Time, as the deadline for filing objections to the Plan or final approval of the Disclosure Statement (the “Objection Deadline”);
- c. set April 10, 2025, at 5:00 p.m., prevailing Central Time, as the deadline for voting on the Plan (the “Voting Deadline”) and for returning Release Opt Out Forms;
- d. set April 15, 2025, at 4:00 p.m., prevailing Central Time, as the deadline for the Debtors to reply to objections to the Plan or final approval of the Disclosure Statement;
- e. set April 17, 2025, at 11:00 a.m., prevailing Central Time, as the date and time for the commencement of the Combined Hearing pursuant to Bankruptcy Rules 3017 and 3018 and sections 1126, 1128, and 1129 of the Bankruptcy Code;
- f. reviewed the Plan, the Disclosure Statement, the Scheduling Order, the Plan Supplement, the Voting Report, the Confirmation Brief, the Supporting Declarations, and all pleadings, exhibits, statements, responses, and comments regarding final approval of the Disclosure Statement and Confirmation of the Plan,

including all objections, statements, and reservations of rights, if any, filed by parties in interest on the docket of the Chapter 11 Cases;

- g. held the Combined Hearing;
- h. heard the statements, arguments, and objections, if any, made in respect of final approval of the Disclosure Statement and Confirmation;
- i. considered all oral representations, testimony, documents, filings, and other evidence admitted in connection with final approval of the Disclosure Statement and Confirmation;
- j. overruled any and all objections, with prejudice, to the Plan, Confirmation, and final approval of the Disclosure Statement, and all statements and reservations of rights not consensually resolved, adjourned to a subsequent hearing, or withdrawn unless otherwise indicated herein; and
- k. taken judicial notice of all pleadings and other documents filed, all orders entered, and all evidence and arguments presented in the Chapter 11 Cases.

NOW, THEREFORE, the Court having found that notice of the Combined Hearing and the opportunity for any party in interest to object to final approval of the Disclosure Statement and Confirmation have been adequate and appropriate as to all parties affected or to be affected by the Plan and the transactions contemplated thereby, and the legal and factual bases set forth in the documents filed in support of final approval of the Disclosure Statement and Confirmation and all evidence proffered or adduced by counsel at the Combined Hearing and the entire record of these Chapter 11 Cases establish just cause for the relief granted herein; and after due deliberation thereon and good cause appearing therefor, the Court hereby makes and issues the following findings of fact and conclusions of law and orders:

FINDINGS OF FACT AND CONCLUSIONS OF LAW

IT IS HEREBY DETERMINED FOUND, ADJUDGED, DECREED, AND ORDERED THAT:

A. Findings and Conclusions.

- 1. The findings of fact and conclusions of law set forth herein and in the record of the Combined Hearing constitute the Court's findings of fact and conclusions of law pursuant to

Rule 52 of the Federal Rules of Civil Procedure, as made applicable by Bankruptcy Rules 7052 and 9014. To the extent any of the following findings of fact constitute conclusions of law, they are adopted as such. To the extent any of the following conclusions of law constitute findings of fact, they are adopted as such.

B. Jurisdiction; Venue; Core Proceeding (28 U.S.C. § 1334(a)).

2. The Court has jurisdiction over the Chapter 11 Cases pursuant to 28 U.S.C. §§ 157 and 1334 and the *Amended Standing Order of Reference from the United States District Court for the Southern District of Texas*, dated May 24, 2012. The Court has exclusive jurisdiction to enter a Final Order determining that the Disclosure Statement and the Plan, including the Restructuring Transactions contemplated in connection therewith, comply with all of the applicable provisions of the Bankruptcy Code and should be confirmed and approved. Venue is proper before the Court pursuant to 28 U.S.C. § 1408. Final approval of the Disclosure Statement and Confirmation of the Plan are core proceedings within the meaning of 28 U.S.C. § 157(b)(2).

C. Eligibility for Relief.

3. The Debtors are proper entities eligible for relief under section 109 of the Bankruptcy Code.

D. Chapter 11 Petition.

4. On the Petition Date, the Debtors commenced voluntary cases under chapter 11 of the Bankruptcy Code. On March 10, 2025, the Court entered an order authorizing the joint administration and procedural consolidation of these chapter 11 cases pursuant to Bankruptcy Rule 1015(b) and Local Rule 1015-1 [Docket No. 32]. Since the Petition Date, the Debtors have operated their business and managed their properties as debtors in possession pursuant to sections 1107(a) and 1108 of the Bankruptcy Code. No request for the appointment

of a trustee or examiner has been made in these Chapter 11 Cases, and no statutory committees have been appointed or designated.

E. Scheduling Order.

5. On March 11, 2025, this Court entered the Scheduling Order, which, among other things: (a) conditionally approved the Disclosure Statement as containing adequate information within the meaning of section 1125 of the Bankruptcy Code and Bankruptcy Rule 3017; (b) approved the solicitation, voting, and Plan and Disclosure Statement objection procedures (the “Solicitation and Voting Procedures”); (c) approved the forms of Ballots, the Notice of Non-Voting Status, and the Release Opt Out Form; (d) approved the form of Combined Notice and related notices; (e) approved the notice and objection procedures in connection with the assumption and rejection of Executory Contracts and Unexpired Leases pursuant to the Plan; (f) set April 10, 2025, at 4:00 p.m. (prevailing Central Time), as the Objection Deadline; (g) set April 10, 2025, at 5:00 p.m. (prevailing Central Time) as the Voting Deadline and the deadline for returning Release Opt Out Forms; and (g) set April 17, 2025, at 11:00 a.m. (prevailing Central Time) as the date and time for commencement of the Combined Hearing.

6. The Disclosure Statement contains (a) sufficient information of a kind necessary to satisfy the disclosure requirements of all applicable nonbankruptcy laws, rules, and regulations, including the Securities Act, and (b) “adequate information” (as such term is defined in section 1125(a) of the Bankruptcy Code and used in section 1126(b)(2) of the Bankruptcy Code) with respect to the Debtors, the Plan, and the transactions contemplated therein. The filing of the Disclosure Statement with the clerk of the Court satisfied Bankruptcy Rule 3016(b).

F. Solicitation and Notice.

7. As described in and evidenced by the Solicitation Certificate, the Notice Certificate, the Publication Certificate, the Plan, the Plan Supplement, the Disclosure Statement,

the Scheduling Order, the Ballots for voting on the Plan, and the other materials distributed by the Debtors in connection with the solicitation of votes on, and Confirmation of, the Plan (collectively, the “Solicitation Package”) were transmitted and served in good faith and in compliance with the Bankruptcy Rules, including Bankruptcy Rules 3017 and 3018, the Local Rules, the Complex Case Procedures, and the Scheduling Order. Notice of the Combined Hearing was appropriate and satisfactory based upon the circumstances of the Chapter 11 Cases. The transmittal and service of the Solicitation Package complied with the Bankruptcy Code, the Bankruptcy Rules, and the Scheduling Order, were appropriate and satisfactory based upon the circumstances of the Chapter 11 Cases, were conducted in good faith, and were in compliance with the provisions of the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the Complex Case Procedures, and any other applicable rules, laws, and regulations. Because such transmittal and service were adequate and sufficient based upon the facts and circumstances of the Chapter 11 Cases and pursuant to section 1128 of the Bankruptcy Code, Bankruptcy Rules 2002 and 3020, and other applicable law and rules, no other or further notice is necessary or shall be required, and due, proper, timely, and adequate notice of the Combined Hearing and Solicitation Package has been provided in accordance with the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the Complex Case Procedures, and applicable nonbankruptcy law.

8. The period during which the Debtors solicited acceptances to the Plan was a reasonable and adequate period of time, and the manner of such solicitation was an appropriate process for creditors to have made an informed decision to vote to accept or reject the Plan.

G. Good-Faith Solicitation.

9. Based on the record in the Chapter 11 Cases, the Released Parties, and the Exculpated Parties have acted in “good faith” within the meaning of section 1125(e) of the Bankruptcy Code and in compliance with the applicable provisions of the Bankruptcy Code

and Bankruptcy Rules in connection with all their respective activities relating to the Plan, including, but not limited to, any action or inaction in connection with their participation in the activities described in section 1125 of the Bankruptcy Code, and are entitled to the protections afforded by section 1125(e) of the Bankruptcy Code and all other applicable protections and rights provided in the Plan and this Confirmation Order.

H. Voting Report.

10. On April 15, 2025, the Voting Report was filed with the Court, certifying the method and results of the Ballots tabulated for Class 3 (ABL Loan Claims), Class 4 (Priority Lien Claims), and Class 5 (Non-Priority Lien Term Loan Deficiency Claims) (collectively, the “Voting Classes”). As evidenced by the Voting Report, votes to accept or reject the Plan have been solicited and tabulated fairly, in good faith, and in a manner consistent with the Scheduling Order. The procedures used to tabulate Ballots were fair and conducted in accordance with the Scheduling Order, the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the Complex Case Procedures, and all other applicable rules, laws, and regulations.

11. As set forth in the Plan and the Disclosure Statement, only Holders of Claims in the Voting Classes were eligible to vote on the Plan. Under section 1126(f) of the Bankruptcy Code, Holders of Claims in Class 1 (Other Secured Claims), Class 2 (Other Priority Claims), and Class 6 (General Unsecured Claims) are Unimpaired and are presumed to have accepted the Plan (the “Deemed Accepting Classes”). The Debtors were therefore not required to solicit votes from the Deemed Accepting Classes. The Debtors also did not solicit votes from (a) Holders of Interests in Class 9 (Existing Mitel Interests), who are Impaired, will receive no distributions under the Plan, are conclusively deemed to have rejected the Plan, and, thus, were not entitled to vote on the Plan, and (b) Holders of Claims and Interests in Class 7 (Intercompany Claims) and Class 8 (Intercompany Interests), who are either Unimpaired or not expected to receive any recovery on

account of their Claims or Interests, were either presumed to accept or deemed to reject the Plan (as applicable), and, thus, were not entitled to vote on the Plan.

12. As evidenced by the Voting Report, each of Class 3 (ABL Loan Claims), Class 4 (Priority Lien Claims), and Class 5 (Non-Priority Lien Term Loan Deficiency Claims) voted to accept the Plan in the number and amount required by section 1126 of the Bankruptcy Code.

I. Plan Supplement.

13. The Plan Supplement (including as subsequently modified, supplemented, or otherwise amended pursuant to a filing with the Court) complies with the terms of the Plan, and the Debtors provided good and proper notice of its filing in accordance with the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the Complex Case Procedures, the Scheduling Order, and all other applicable laws, rules, and regulations. All documents included in the Plan Supplement are integral to, part of, and incorporated by reference into the Plan. Subject to the terms of and consent rights under the Plan and the Restructuring Support Agreement, the Debtors are authorized to alter, amend, update, modify, or supplement the Plan Supplement on or before the Effective Date or any such other date as may be provided for by the Plan or by order of the Court. The transmittal and notice of the Plan Supplement (and all documents identified therein) were appropriate and satisfactory based upon the circumstances of the Chapter 11 Cases and were conducted in good faith. No other or further notice with respect to the Plan Supplement (and all documents identified therein) is necessary or shall be required.

J. Modifications to the Plan.

14. Pursuant to, and in compliance with, section 1127 of the Bankruptcy Code, the Debtors have proposed certain modifications to the Plan as reflected therein (the “Plan Modifications”). In accordance with Bankruptcy Rule 3019, the Plan Modifications do not (a) constitute material modifications of the Plan under section 1127 of the Bankruptcy Code,

(b) cause the Plan to fail to meet the requirements of sections 1122 or 1123 of the Bankruptcy Code, (c) materially or adversely affect or change the treatment of any Claims or Interests, (d) require re-solicitation of any Holders of Claims, or (e) require that any such Holders be afforded an opportunity to change previously cast acceptances or rejections of the Plan. Under the circumstances, the form and manner of notice of the Plan Modifications were adequate, and no other or further notice of the Plan Modifications is necessary or required. In accordance with section 1127 of the Bankruptcy Code and Bankruptcy Rule 3019, all Holders of Claims that voted to accept the Plan or that are conclusively presumed to have accepted the Plan, as applicable, are deemed to have accepted the Plan as modified by the Plan Modifications. No Holder of a Claim that has voted to accept the Plan shall be permitted to change its acceptance to a rejection as a consequence of the Plan Modifications.

K. Objections.

15. To the extent that any objections (whether formal or informal), reservations of rights, statements, or joinders with respect to final approval of the Disclosure Statement and Confirmation have not been adjourned, resolved, withdrawn, waived, or settled prior to entry of this Confirmation Order or otherwise resolved herein, they are hereby overruled on the merits based on the record before the Court.

L. Burden of Proof.

16. The Debtors, as the proponents of the Plan, have met their burden of proving the applicable elements of sections 1129(a) and 1129(b) of the Bankruptcy Code by a preponderance of the evidence, which is the applicable evidentiary standard for Confirmation of the Plan. In addition, and to the extent applicable, the Plan is confirmable under the clear and convincing evidentiary standard. Each witness who testified or submitted a declaration on behalf of the Debtors or any other party in support of the Plan and Confirmation in connection with the

Combined Hearing was credible, reliable, and qualified to testify as to the topics addressed in his or her testimony.

M. Bankruptcy Rule 3016.

17. The Plan and all modifications thereto are dated and identify the Debtors as the proponents of the Plan, thereby satisfying Bankruptcy Rule 3016(a). The filing of the Disclosure Statement satisfied Bankruptcy Rule 3016(b). The discharge, release, injunction, and exculpation provisions of the Plan are set forth in bold therein and in the Disclosure Statement, thereby complying with Bankruptcy Rule 3016(c).

N. Adequate Assurance.

18. The Debtors have cured, or provided adequate assurance that the Reorganized Debtors will cure, defaults (if any) under or relating to each of the contracts and leases that are being assumed by the Debtors pursuant to the Plan. The Debtors also have provided adequate assurance of the Reorganized Debtors' future performance under such contracts and leases.

O. Plan Compliance with the Bankruptcy Code (11 U.S.C. § 1129(a)(1)).

19. The Plan complies with the applicable provisions of the Bankruptcy Code, thereby satisfying section 1129(a)(1) of the Bankruptcy Code. More particularly:

(i) Proper Classification (11 U.S.C. §§ 1122, 1123(a)(1)).

20. The classification of Claims and Interests under the Plan is proper under the Bankruptcy Code. As required by section 1123(a)(1) of the Bankruptcy Code, other than Administrative Claims (including Allowed Professional Fee Claims, Restructuring Expenses incurred after the Petition Date and through the Effective Date, all fees and charges assessed against the Estates under 28 U.S.C. § 1930, and DIP Claims), and Priority Tax Claims, which need not be classified, Article III of the Plan designates nine Classes of Claims and Interests. As required by section 1122(a) of the Bankruptcy Code, the Claims and Interests placed in each Class

are substantially similar to the other Claims and Interests, as the case may be, in each such Class. Valid business, factual, and legal reasons exist for separately classifying the various Classes of Claims and Interests created under the Plan, and the classifications were not implemented for improper purposes. Thus, the Plan satisfies sections 1122 and 1123(a)(1) of the Bankruptcy Code.

(ii) Specified Unimpaired Classes (11 U.S.C. § 1123(a)(2)).

21. Article III of the Plan specifies that Claims and Interests in Class 1 (Other Secured Claims), Class 2 (Other Priority Claims), and Class 6 (General Unsecured Claims) are Unimpaired under the Plan, thereby satisfying the requirements of section 1123(a)(2) of the Bankruptcy Code. Claims in Class 7 (Intercompany Claims) and Interests in Class 8 (Intercompany Interests) are either Unimpaired and presumed to accept or Impaired and deemed to reject, as applicable.

(iii) Specified Treatment of Impaired Classes (11 U.S.C. § 1123(a)(3)).

22. Article III of the Plan specifies the treatment of each Impaired Class under the Plan, including of Class 3 (ABL Loan Claims), Class 4 (Priority Lien Claims), Class 5 (Non-Priority Lien Term Loan Deficiency Claims), and Class 9 (Existing Mitel Interests), thereby satisfying the requirements of section 1123(a)(3) of the Bankruptcy Code.

(iv) No Discrimination (11 U.S.C. § 1123(a)(4)).

23. Article III of the Plan provides the same treatment for each Claim or Interest within a particular Class except to the extent that a Holder of a particular Claim or Interest has agreed to a less favorable treatment of such Claim or Interest. Accordingly, the Plan satisfies the requirements of section 1123(a)(4) of the Bankruptcy Code.

(v) Adequate Means for Plan Implementation (11 U.S.C. § 1123(a)(5)).

24. The Plan and the various documents and agreements included in the Plan Supplement and/or entered into in connection with the Plan, including Article IV of the Plan, provide for adequate and proper means for the Plan's execution and implementation, including,

without limitation: (a) consummation of the Restructuring Transactions, including the Plan Settlement, and generally allowing for all corporate action necessary to effectuate the Restructuring Transactions; (b) funding distributions under the Plan with (i) Cash on hand on the Effective Date, (ii) proceeds from the Exit Term Loan Facility, (iii) proceeds from the DIP Facility, and (iv) the New Common Equity; (c) entry into the Exit Term Loan Facility, the Exit Term Loan Credit Documents, and the Amended and Restated ABL Loan Credit Documents; (d) the continued corporate existence of the Debtors, except as otherwise provided in the Plan or the Plan Supplement; (e) vesting of assets in the Reorganized Debtors; (f) the rejection, assumption, and/or assumption and assignment of Executory Contracts and Unexpired Leases; (g) authorization and approval of all corporate actions contemplated under the Plan; (h) the release of guarantees and liens under the Senior Credit Agreements; (i) adoption of the New Organizational Documents; (j) the cancellation of existing securities and agreements; (k) exemption from registration requirements pursuant to section 1145 of the Bankruptcy Code; (l) expiration of the terms of the members of the Debtors' boards of directors and appointment of the initial boards of directors or managers of the Reorganized Debtors, including the New Board; (m) preservation of certain of the Debtors' Causes of Action; (n) the dismissal of the Financing Litigation; (o) exemption from transfer taxes pursuant to section 1146 of the Bankruptcy Code; and (p) the implementation of the Management Incentive Plan after the Effective Date as determined by the New Board. The Plan, therefore, satisfies the requirements of section 1123(a)(5) of the Bankruptcy Code. Accordingly, the requirements of section 1123(a)(5) of the Bankruptcy Code are satisfied.

(vi) Non-Voting Equity Securities (11 U.S.C. § 1123(a)(6)).

25. To the extent required under section 1123(a)(6) of the Bankruptcy Code, the New Organizational Documents will prohibit the issuance of non-voting equity securities; *provided,*

however, that the foregoing restriction shall (a) have no further force and effect beyond that required under section 1123(a)(6) of the Bankruptcy Code, (b) only have such force and effect for so long as section 1123(a)(6) of the Bankruptcy Code is in effect and applicable to the Debtors, and (c) in all events may be amended or eliminated in accordance with applicable law as from time to time may be in effect.

(vii) Designation of Directors and Officers (11 U.S.C. § 1123(a)(7)).

26. The Plan Supplement and Article IV.J of the Plan set forth the manner of selection of the directors and officers of the Reorganized Debtors. The appointment, employment, or manner of selection of such individuals is consistent with the interests of Holders of Claims and Interests and with public policy. Accordingly, the Plan satisfies the requirements of section 1123(a)(7) of the Bankruptcy Code.

P. Discretionary Contents of the Plan (11 U.S.C. § 1123(b)).

27. The Plan contains various provisions that may be construed as discretionary, but not necessary for Confirmation under the Bankruptcy Code. Each such discretionary provision complies with section 1123(b) of the Bankruptcy Code and is not inconsistent with the applicable provisions of the Bankruptcy Code. Thus, the Plan complies with section 1123(b) of the Bankruptcy Code. The failure to specifically address a provision of the Bankruptcy Code in this Confirmation Order shall not diminish or impair the effectiveness of this Confirmation Order.

(i) Impairment/Unimpairment of Any Class of Claims or Interests (11 U.S.C. § 1123(b)(1)).

28. The Plan is consistent with section 1123(b)(1) of the Bankruptcy Code. Article III of the Plan Impairs or leaves Unimpaired each Class of Claims and Interests.

(ii) Assumption and Rejection of Executory Contracts and Unexpired Leases (11 U.S.C. § 1123(b)(2)).

29. Article V of the Plan provides that all of the Debtors' Executory Contracts and Unexpired Leases shall be deemed assumed as of the Effective Date except for any Executory Contract and Unexpired Lease that (a) was previously assumed or rejected by the Debtors, pursuant to an Order of the Bankruptcy Court; (b) previously expired or terminated pursuant to its terms; (c) is the subject of a motion to reject Filed on or before the Effective Date; or (d) is specifically designated as a contract or lease to be rejected on the Schedule of Rejected Executory Contracts and Unexpired Leases, if any. Notwithstanding anything to the contrary in the Plan, the terms of any Executory Contract or Unexpired Lease assumed pursuant to the Plan, this Confirmation Order, or any other Order of the Bankruptcy Court shall re-vest and be fully enforceable by the applicable contracting Reorganized Debtor in accordance with such terms, except as they may have been modified by written agreement of the Debtors and the applicable counterparty or by the provisions of any Order of the Court authorizing and providing for its assumption under applicable federal law. This Confirmation Order will constitute an Order of the Bankruptcy Court approving each proposed assumption, or proposed assumption and assignment, as applicable, of Executory Contracts and Unexpired Leases pursuant to sections 365 and 1123 of the Bankruptcy Code as of the Effective Date. Each Executory Contract or Unexpired Lease set forth on the Schedule of Rejected Executory Contracts and Unexpired Leases, if any, shall be deemed rejected on, and as of, the Effective Date.

30. In the event that the rejection of an Executory Contract or Unexpired Lease by the Debtors results in damages to the other party or parties to such contract or lease, a Claim for such damages shall be forever barred and shall not be enforceable against the Debtors or the Reorganized Debtors or their respective properties or interests in property as agents,

successors, or assigns, unless a Proof of Claim is Filed with the Bankruptcy Court within 30 days after the later of (a) entry of an Order of the Bankruptcy Court (including this Confirmation Order) approving such rejection and (b) the effective date of such rejection. Any such Claims, to the extent Allowed, shall be classified as General Unsecured Claims and shall be treated in accordance with Article III of the Plan.

(iii) Settlement, Releases, Exculpation, Injunction, and Preservation of Claims and Causes of Action (11 U.S.C. § 1123(b)(3)).

31. The Plan is consistent with section 1123(b)(3) of the Bankruptcy Code. In accordance with section 363 of the Bankruptcy Code and Bankruptcy Rule 9019, and in consideration of the distributions, settlements, and other benefits provided under the Plan, including the releases set forth in Article VIII thereof, except as stated otherwise in the Plan or this Confirmation Order, the provisions of the Plan and this Confirmation Order (including the terms of the Plan Settlement) shall constitute a good-faith compromise and settlement of all Claims, Interests, Causes of Action, and controversies released, settled, compromised, discharged, satisfied, or otherwise resolved pursuant to the Plan. Such compromises and settlements are the product of extensive arm's-length, good-faith negotiations and are fair, equitable, and reasonable and in the best interest of the Debtors and their Estates.

(iv) Debtor Release.

32. The releases of Claims and Causes of Action by the Debtors described in Article VIII.C of the Plan (the "Debtor Release") represent a valid exercise of the Debtors' business judgment under Bankruptcy Rule 9019. The Debtor Release is fair and equitable, and in accordance with section 1123(b) of the Bankruptcy Code.

33. The Debtor Release is an integral part of the Plan and is in the best interest of the Estates as a component of the comprehensive settlement implemented under the Plan.

Following the conclusion of an independent investigation conducted by the Special Committee, the lack of any colorable Claims or Causes of Action against the Released Parties, and the lack of any benefits that may be obtained from pursuing any hypothetical Claims and Causes of Action against any Released Party, when weighed against the costs, distraction, and delay attendant to pursuing any such Claims or Causes of Action, as well as the material benefits obtained by the Debtors and their stakeholders through implementing the Restructuring Transactions through a prepackaged chapter 11 plan which would not be possible without the Debtor Release, support the Debtor Release. The Plan, including the Debtor Release, was negotiated by sophisticated parties represented by able counsel and advisors. The Debtor Release is therefore the result of a hard fought and arm's-length negotiation conducted in good faith.

34. The Debtor Release appropriately offers protection to parties that contributed to the Debtors' restructuring process. Each of the Released Parties made significant concessions in and contributions to these Chapter 11 Cases. The scope of the Debtor Release is appropriately tailored to the facts and circumstances of the Chapter 11 Cases. The Debtor Release is appropriate in light of, among other things, the value provided by the Released Parties to the Estates, the lack of colorable claims against the Released Parties, and the critical importance of the Debtor Release to the Plan and the Chapter 11 Cases.

(v) Third-Party Release.

35. The Third-Party Release set forth in Article VIII.D of the Plan is an essential provision of the Plan and is: (a) consensual; (b) in exchange for the good and valuable consideration provided by the Released Parties; (c) a good-faith and arm's-length settlement and compromise of the Claims and Causes of Action released thereby; (d) materially beneficial to, and in the best interest of, the Debtors, their Estates, and their stakeholders; (e) critical to the overall success of the Plan; (f) fair, equitable, and reasonable; (g) given and made after due notice and

opportunity for hearing; and (h) consistent with sections 105, 524, 1123, 1129, and 1141 and other applicable provisions of the Bankruptcy Code.

36. The Third-Party Release is an integral part of the Plan. Like the Debtor Release, the Third-Party Release facilitated participation of critical parties in interest in both the Plan process and the chapter 11 process generally. The Third-Party Release was critical to incentivizing parties in interest to support the Plan by providing critical concessions and funding and to preventing costly and time-consuming litigation regarding various parties' respective rights and interests. The Third-Party Release was a core negotiation point and was instrumental in developing a Plan that maximized value for all of the Debtors' stakeholders. The Third-Party Release is designed to provide finality for the Debtors, the Reorganized Debtors, and the Released Parties. As such, the Third-Party Release appropriately offers certain protections to parties who constructively participated in the Debtors' restructuring.

37. The Third-Party Release is consensual. The Plan and the Disclosure Statement provide appropriate and specific disclosure with respect to the Entities, Claims, and Causes of Action that are subject to the Third-Party Release, and no additional disclosure is necessary. As evidenced by the Solicitation Certificate, the Notice Certificate, and the Publication Certificate, the Debtors provided actual notice to all known parties in interest, including all known Holders of Claims and Interests, as well as published notice in national and international publications for the benefit of unknown parties in interest, and no further or other notice is necessary. Additionally, the release provisions of the Plan were conspicuous, emphasized with boldface type in the Plan and the Disclosure Statement, and included in the Ballots and applicable notices. Except as set forth in the Plan, all Releasing Parties were properly informed that, unless they checked the "Opt Out" box on the applicable Ballot or Release Opt Out Form and returned the same in advance of

the Voting Deadline, they would be deemed to have expressly consented to the release of all Claims and Causes of Action against the Released Parties.

38. The scope of the Third-Party Release is appropriately tailored to the facts and circumstances of these Chapter 11 Cases, as it explicitly does not provide a release for (a) any post-Effective Date obligations of any party or Entity under the Plan, any act occurring after the Effective Date with respect to the Restructuring Transaction, the obligations arising under any Definitive Document to the extent imposing obligations arising after the Effective Date (including those set forth in the Plan Supplement), or other document, instrument, or agreement executed to implement the Plan, (b) the rights of Holders of Allowed Claims to receive distributions under the Plan, (c) the rights of any current employee of the Debtors under any employment agreement or plan, (d) the rights of the Debtors with respect to any confidentiality provisions or covenants restricting competition in favor of the Debtors under any employment agreement with a current or former employee of the Debtors, (e) any Claim, Cause of Action, or defense related to the failure to execute an agreed upon amendment to any Executory Contract or Unexpired Lease to the extent such issue is not resolved prior to the Effective Date, or (f) any Claim or Cause of Action arising from an act or omission that is judicially determined by a Final Order to have constituted actual fraud, gross negligence, willful misconduct, or criminal conduct.

39. In light of, among other things, the consensual nature of the Third-Party Release, the critical role of the Third-Party Release in obtaining the requisite support of the Debtors' stakeholders needed to confirm the Plan, and the significant value provided by the Released Parties to the Estates, the Third-Party Release is appropriate.

(vi) Exculpation.

40. The exculpation provisions set forth in Article VIII.E of the Plan (the "Exculpation") are essential to the Plan, appropriate under applicable law, including *In re*

Highland Capital Management, L.P., 48 F.4th 419 (5th Cir. 2022), and constitute a proper exercise of the Debtors' business judgment. The record in the Chapter 11 Cases fully supports the Exculpation, which is appropriately tailored to protect the Exculpated Parties from inappropriate litigation arising from their participation in the Chapter 11 Cases and the Debtors' restructuring and are consistent with the Bankruptcy Code and applicable law.

(vii) Injunction.

41. The injunction provisions set forth in Article VIII.F of the Plan (the "Injunction") are essential to the Plan and are necessary to implement, preserve, and enforce the discharge, release, and exculpation provisions of the Plan. The Injunction is appropriately tailored to achieve those purposes and appropriate under applicable law, including *In re Highland Capital Management, L.P.*, 132 F.4th 353, 360–62 (5th Cir. 2025).

(viii) Discharge; Release of Liens.

42. The discharge and release provisions set forth in Articles VIII.A and VIII.B of the Plan are essential to the Plan and are necessary to preserve and enforce the discharges provided under the Plan, as well as the Debtor Release, the Third-Party Release, and Exculpation provisions of the Plan. Such discharge and release provisions are appropriately tailored to achieve those purposes.

(ix) Preservation of Claims and Causes of Action.

43. The provisions set forth in Article IV.P of the Plan regarding the preservation of Causes of Action in the Plan are appropriate and are in the best interests of the Debtors, their Estates, and Holders of Claims and Interests. Each Reorganized Debtor shall retain and may enforce all rights to commence and pursue, as appropriate, any and all Causes of Action of the Debtors, whether arising before or after the Petition Date, including any actions specifically enumerated in the Schedule of Retained Causes of Action, and the Reorganized Debtors' rights to

commence, prosecute, or settle such Causes of Action shall be preserved notwithstanding the occurrence of the Effective Date, other than the Causes of Action released by the Debtors pursuant to the releases and exculpations contained in the Plan, including in Article VIII thereof, which shall be deemed released and waived by the Debtors and the Reorganized Debtors as of the Effective Date.

(x) Other Appropriate Provisions (11 U.S.C. § 1123(b)(6)).

44. The Plan's other provisions are appropriate and consistent with the applicable provisions of the Bankruptcy Code, including provisions for (a) distributions to Holders of Claims and Interests, (b) allowance of certain Claims, (c) indemnification obligations, and (d) the retention of Court jurisdiction, thereby satisfying the requirements of section 1123(b)(6) of the Bankruptcy Code.

Q. Cure of Defaults (11 U.S.C. § 1123(d)).

45. Article V.C of the Plan provides for the satisfaction of Cure Claims associated with each Executory Contract or Unexpired Lease to be assumed in accordance with section 365(b)(1) of the Bankruptcy Code. The Debtors or the Reorganized Debtors, as applicable, shall pay any undisputed portion of a Cure Claim, if any, on (a) the Effective Date or as soon as reasonably practicable thereafter for Executory Contracts and Unexpired Leases assumed as of the Effective Date, (b) in the ordinary course of the Debtors' business in accordance with the terms of such Executory Contract or Unexpired Lease, or (c) the assumption effective date, if different than the Effective Date. Any disputed cure amount will be determined in accordance with the procedures set forth in Article V.C of the Plan and applicable bankruptcy and nonbankruptcy law. In the event of a dispute regarding (x) the amount of any payments to cure such a default, (y) the ability of the Reorganized Debtors or any assignee to provide "adequate assurance of future performance" (within the meaning of section 365 of the Bankruptcy Code) under the Executory

Contract or Unexpired Lease to be assumed, or (z) any other matter pertaining to assumption, the Cure Claim payments required by section 365(b)(1) of the Bankruptcy Code shall be made following the entry of a Final Order or orders resolving the dispute and approving the assumption; *provided*, that the Reorganized Debtors may settle any such dispute without any further notice to, or action, order, or approval of, the Bankruptcy Court or any other Entity. The Debtors provided sufficient notice to the counterparties to the Executory Contracts and Unexpired Leases to be assumed under the Plan. Thus, the Plan complies with section 1123(d) of the Bankruptcy Code.

R. Compliance of the Debtors and Others with the Applicable Provisions of the Bankruptcy Code (11 U.S.C. § 1129(a)(2)).

46. The Debtors, as the proponents of the Plan, have complied with all applicable provisions of the Bankruptcy Code as required by section 1129(a)(2) of the Bankruptcy Code, including sections 1122, 1123, 1124, 1125, 1126, and 1128, and Bankruptcy Rules 3017, 3018, and 3019.

47. The Debtors solicited votes to accept or reject the Plan pursuant to section 1125(a) of the Bankruptcy Code and the Scheduling Order and complied with all other applicable provisions of the Bankruptcy Code, except as otherwise provided or permitted by orders of the Court.

48. The Debtors have solicited and tabulated votes on the Plan and have participated in the activities described in section 1125 of the Bankruptcy Code fairly, in good faith within the meaning of section 1125(e), and in a manner consistent with the applicable provisions of the Scheduling Order, the Disclosure Statement, the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the Complex Case Procedures, and all other applicable rules, laws, and regulations in connection with all of their respective activities relating to support and consummation of the Plan, including the negotiation, execution, delivery, and performance of

the Restructuring Support Agreement, and are entitled to the protections afforded by section 1125(e) of the Bankruptcy Code, the Exculpation set forth in the Plan, and all other protections and rights provided in the Plan.

49. So long as the offering, issuance, and distribution of recoveries under the Plan are made pursuant to, and in compliance with, the Plan, the Debtors will have participated in such offering, issuance, and distribution of recoveries in good faith and in compliance with the applicable provisions of the Bankruptcy Code and, therefore, are not, and will not be, on account of such offering, issuance, and distributions, liable at any time for the violation of any applicable law, rule, or regulation governing the solicitation of acceptances or rejections of the Plan or distributions made thereunder.

S. Plan Proposed in Good Faith (11 U.S.C. § 1129(a)(3))

50. The Debtors have proposed the Plan (including the Plan Supplement and all other documents necessary or appropriate to effectuate the Plan) in good faith and not by any means forbidden by law, thereby satisfying section 1129(a)(3) of the Bankruptcy Code. In determining that the Plan has been proposed in good faith, the Court has examined the totality of the circumstances surrounding the filing of the Chapter 11 Cases, the Restructuring Support Agreement, the Plan itself, the process leading to its formulation, the process leading to Confirmation, the support of Holders of Claims in the Voting Classes for the Plan, and the transactions to be implemented pursuant thereto. The Debtors' good faith is evident from the facts and record of the Chapter 11 Cases, the Disclosure Statement, the hearing to conditionally approve the Disclosure Statement, and the record of the Combined Hearing and other proceedings held in the Chapter 11 Cases. The Plan was proposed with the legitimate and honest purpose of maximizing the value of the Estates and to effectuate a successful reorganization of the Debtors. The Definitive Documents are the product of extensive negotiations conducted at arm's length

among, as applicable, the Debtors, the Consenting Stakeholders, and their respective professionals. Further, the Plan's classification, indemnification, settlement, discharge, exculpation, release, and injunction provisions have been negotiated in good faith and at arm's length, are consistent with sections 105, 1122, 1123(b)(3)(A), 1123(b)(6), 1129, and 1142 of the Bankruptcy Code, and are each integral to the Plan, supported by valuable consideration, and necessary to the Debtors' successful reorganization. Accordingly, the requirements of section 1129(a)(3) of the Bankruptcy Code are satisfied.

51. Based on the record before this Court in the Chapter 11 Cases: (a) the Debtors; (b) the Consenting ABL Lender; (c) the Consenting Senior Lenders; (d) the Consenting Junior Lenders; (e) the Consenting Sponsor; (f) the DIP Agent; (g) the Prepetition Agents; and (h) the Distribution Agent; as of or after the Petition Date have acted in good faith and will continue to act in good faith if they proceed to: (i) consummate the Plan and the agreements, including, without limitation, the agreements contained in the Plan Supplement, settlements, transactions, and transfers contemplated thereby; and (ii) take the actions authorized and directed by this Confirmation Order.

T. Payment for Services or Costs and Expenses (11 U.S.C. § 1129(a)(4)).

52. Any payment made or to be made by the Debtors for services or for costs and expenses of the Debtors' professionals in connection with the Chapter 11 Cases, or in connection with the Plan and incident to the Chapter 11 Cases, has been approved by or is subject to the approval of the Court as reasonable, thereby satisfying section 1129(a)(4) of the Bankruptcy Code.

U. Directors, Officers, and Insiders (11 U.S.C. § 1129(a)(5)).

53. The Reorganized Debtors' initial directors or managers, as applicable, and officers, to the extent known, have been disclosed at or prior to the Combined Hearing and, to the extent not known, will be determined in accordance with the New Organizational Documents. The

appointment of the proposed directors or managers, as applicable, for the Reorganized Debtors to such roles is consistent with the interests of Holders of Claims and Interests and with public policy. Accordingly, the Plan, in conjunction with the Plan Supplement, satisfies the requirements of section 1129(a)(5) of the Bankruptcy Code.

V. No Rate Changes (11 U.S.C. § 1129(a)(6)).

54. Section 1129(a)(6) of the Bankruptcy Code is satisfied because the Plan does not provide for any rate change over which a governmental regulatory commission has jurisdiction. Therefore, section 1129(a)(6) of the Bankruptcy Code does not apply to the Plan.

W. Best Interests of Holders of Claims and Interests (11 U.S.C. § 1129(a)(7)).

55. The Plan satisfies section 1129(a)(7) of the Bankruptcy Code. The Liquidation Analysis attached as Exhibit E to the Disclosure Statement and the other evidence related thereto in support of Confirmation that was presented, proffered, or adduced at or prior to the Combined Hearing, including the Stroup Declaration: (a) are reasonable, persuasive, credible, and accurate as of the dates such analyses and evidence were prepared, presented, or proffered; (b) utilize reasonable and appropriate methodologies and assumptions; (c) have not been controverted by other evidence; and (d) establish that each Holder of an Impaired Claim or Interest either has accepted the Plan or will receive or retain under the Plan, on account of such Claim or Interest, property of a value, as of the Effective Date, that is not less than the amount that such Holder would receive or retain if the Debtors were liquidated under chapter 7 of the Bankruptcy Code on such date. The Plan, therefore, satisfies the requirements of section 1129(a)(7) of the Bankruptcy Code.

X. Acceptance by Certain Classes (11 U.S.C. § 1129(a)(8)).

56. Class 1 (Other Secured Claims), Class 2 (Other Priority Claims), and Class 6 (General Unsecured Claims) are Unimpaired by the Plan under section 1124 of

the Bankruptcy Code and, accordingly, Holders of Claims in such Classes are conclusively presumed to have accepted the Plan pursuant to section 1126(f) of the Bankruptcy Code. Holders of Claims in Class 7 (Intercompany Claims) and of Interests in Class 8 (Intercompany Interests) are either Unimpaired or Impaired and, thus, presumed to accept or deemed to reject, as applicable. As established by the Voting Report, Class 3 (ABL Loan Claims), Class 4 (Priority Lien Claims), and Class 5 (Non-Priority Lien Term Loan Deficiency Claims) are Impaired by and entitled to vote on the Plan. Holders of Claims in Class 3 (ABL Loan Claims), Class 4 (Priority Lien Claims), and Class 5 (Non-Priority Lien Term Loan Deficiency Claims) have voted to accept the Plan. Interests in Class 9 (Existing Mitel Interests) are Impaired and deemed to have rejected the Plan. Notwithstanding the foregoing, the Plan is confirmable because it satisfies sections 1129(a)(10) and 1129(b) of the Bankruptcy Code.

Y. Treatment of Claims Entitled to Priority Under § 507 of the Bankruptcy Code (11 U.S.C. § 1129(a)(9)).

57. The treatment of Allowed Administrative Claims, Allowed Priority Tax Claims, Allowed Professional Fee Claims, and Allowed DIP Claims pursuant to Articles II and III of the Plan, as applicable, satisfies the requirements of section 1129(a)(9) of the Bankruptcy Code.

Z. Acceptance by at Least One Impaired Class of Claims (11 U.S.C. § 1129(a)(10)).

58. The Plan satisfies the requirements of section 1129(a)(10) of the Bankruptcy Code. As evidenced by the Voting Report, Class 3 (ABL Loan Claims), Class 4 (Priority Lien Claims), and Class 5 (Non-Priority Lien Term Loan Deficiency Claims), which are Impaired, voted to accept the Plan by the requisite numbers and amounts of Claims, as determined without including any acceptance of the Plan by any insider (as that term is defined in section 101(31) of the Bankruptcy Code). The Plan, therefore, satisfies the requirements of section 1129(a)(10) of the Bankruptcy Code.

AA. Feasibility (11 U.S.C. § 1129(a)(11)).

59. The Financial Projections attached as Exhibit F to the Disclosure Statement and the evidence that was proffered or adduced at or prior to the Combined Hearing: (a) are reasonable, persuasive, and credible; (b) have not been rebutted by other evidence; (c) utilize reasonable and appropriate methodologies and assumptions; (d) establish that the Plan is feasible and that there is a reasonable prospect of the Reorganized Debtors being able to meet their financial obligations under the Plan and in the ordinary course of business, and that Confirmation of the Plan is not likely to be followed by liquidation or the need for further financial reorganization of the Reorganized Debtors or any successor to the Reorganized Debtors under the Plan; and (e) establish that the Reorganized Debtors will have sufficient funds available to meet their obligations under the Plan. Accordingly, the Plan satisfies the requirements of section 1129(a)(11) of the Bankruptcy Code.

BB. Payment of Fees (11 U.S.C. § 1129(a)(12)).

60. As set forth in Article XII.C of the Plan, all fees and charges assessed against the Estates under section 1930 of title 28 that are due and payable prior to the Effective Date shall be paid by the Debtors in full on the Effective Date. After the Effective Date, the Reorganized Debtors shall pay any and all such fees when due and payable, and shall File with the Court (to the extent the Chapter 11 Cases have not yet been closed, dismissed, or converted) quarterly reports as required by the Bankruptcy Code, Bankruptcy Rules, and Local Rules, as applicable, in connection therewith. The Debtors shall remain obligated to file post-confirmation quarterly reports and pay quarterly fees to the U.S. Trustee until the earliest date upon which the Chapter 11 Cases are closed, dismissed, or converted to cases under chapter 7 of the Bankruptcy Code. Accordingly, the Plan satisfies the requirements of section 1129(a)(12) of the Bankruptcy Code.

CC. Continuation of Retiree Benefits (11 U.S.C. § 1129(a)(13)).

61. The Plan satisfies the requirements of section 1129(a)(13) of the Bankruptcy Code. Article IV.R of the Plan provides that from and after the Effective Date, all retiree benefits, as defined in section 1114 of the Bankruptcy Code, if any, shall continue to be paid in accordance with applicable law. Accordingly, the Plan satisfies the requirements of section 1129(a)(13) of the Bankruptcy Code.

DD. Non-Applicability of Certain Sections (11 U.S.C. § 1129(a)(14), (15), and (16)).

62. The Debtors do not owe any domestic support obligations, are not individuals, and are not nonprofit corporations. Therefore, sections 1129(a)(14), 1129(a)(15), and 1129(a)(16) of the Bankruptcy Code do not apply to the Chapter 11 Cases.

EE. Confirmation of Plan Over Nonacceptance of Impaired Classes (11 U.S.C. § 1129(b)).

63. Pursuant to section 1129(b)(1) of the Bankruptcy Code, the Plan may be confirmed despite the fact that Class 1 (Other Secured Claims), Class 2 (Other Priority Claims), Class 6 (General Unsecured Claims), Class 7 (Intercompany Claims), Class 8 (Intercompany Interests), and Class 9 (Existing Mitel Interests) which are Unimpaired or Impaired and presumed to have accepted the Plan or deemed to have rejected the Plan, and have not voted to accept the Plan, because the Plan meets the “cramdown” requirements for confirmation under section 1129(b) of the Bankruptcy Code.

64. To the extent the requirements of section 1129(a)(8) of the Bankruptcy Code may not have been met with respect to Class 7 (Intercompany Claims), Class 8 (Intercompany Interests), and Class 9 (Existing Mitel Interests), the Plan may be confirmed pursuant to section 1129(b) of the Bankruptcy Code because the Debtors have demonstrated by a preponderance of the evidence that the Plan (a) satisfies all of the other requirements of section 1129(a) of the Bankruptcy Code and (b) does not “discriminate unfairly” pursuant to

section 1129(b)(1) and is “fair and equitable” pursuant to section 1129(b)(2), with respect to Classes 7, 8, and 9. Based upon the evidence proffered, adduced, and presented by the Debtors prior to or at the Combined Hearing, the Plan does not discriminate unfairly against, and is fair and equitable with respect to, the aforementioned Classes, as required by sections 1129(b)(1) and 1129(b)(2) of the Bankruptcy Code.

FF. Only One Plan (11 U.S.C. § 1129(c)).

65. The Plan is the only plan filed in the Chapter 11 Cases and, accordingly, satisfies section 1129(c) of the Bankruptcy Code.

GG. Principal Purpose of the Plan (11 U.S.C. § 1129(d)).

66. The principal purpose of the Plan is not the avoidance of taxes or the avoidance of the application of section 5 of the Securities Act of 1933, thereby satisfying section 1129(d) of the Bankruptcy Code.

HH. Not Small Business Case (11 U.S.C. § 1129(e)).

67. These Chapter 11 Cases are not small business cases and, accordingly, section 1129(e) of the Bankruptcy Code is inapplicable in the Chapter 11 Cases.

II. Satisfaction of Confirmation Requirements.

68. Based upon the foregoing and all other pleadings and evidence proffered or adduced at or prior to the Combined Hearing, the Plan, and the Debtors, as applicable, satisfy all the requirements for Confirmation set forth in section 1129 of the Bankruptcy Code.

JJ. Good Faith Solicitation (11 U.S.C. § 1125(e)).

69. The Debtors have proposed the Plan (and all documents necessary to effectuate the Plan, including the Plan Supplement) with the legitimate and honest purpose of maximizing the value of the Estates for the benefit of their stakeholders. The Plan gives effect to many of the Debtors’ restructuring initiatives, including implementing value-maximizing restructuring

transactions. Accordingly, the Debtors, the Released Parties, and the Exculpated Parties have been, are, and will continue to act in good faith if they proceed to: (a) consummate the Plan and the agreements, settlements, transactions, and transfers contemplated thereby; and (b) take the actions authorized and directed or contemplated by this Confirmation Order. Therefore, the Plan has been proposed in good faith to achieve a result consistent with the objectives and purposes of the Bankruptcy Code, and the aforementioned parties have acted in good faith within the meaning of sections 1125(e) and 1126(e) of the Bankruptcy Code.

KK. Plan Implementation.

70. The terms of the Plan, including the Plan Supplement, and all exhibits and schedules thereto, and all other agreements, instruments, or other documents filed in connection with the Plan, and/or executed or to be executed in connection with the transactions contemplated by the Plan and all amendments and modifications of any of the foregoing made pursuant to the provisions of the Plan governing such amendments and modifications (collectively, and as each may be amended, supplemented, or modified, the “Plan Documents”), are incorporated by reference, are approved in all respects, and are nonseverable from, mutually dependent on, and constitute an integral part of this Confirmation Order. The Debtors have exercised reasonable business judgment in determining which agreements to enter into and have provided sufficient and adequate notice of such documents and agreements. The terms and conditions of such documents and agreements have been negotiated in good faith and at arm’s length, are fair and reasonable, reflect the exchange of reasonably equivalent value, as applicable, and are reaffirmed and approved.

71. The terms of the Plan, the Plan Supplement and all exhibits thereto, and all other relevant and necessary documents shall be effective and binding as of the Effective Date (unless different date(s) is/are specified in the applicable foregoing documents, in which case the

applicable terms shall be effective and binding on such date(s)) on the Debtors and any Holder of a Claim or Interest, whether or not the Claim or Interest is Impaired under the Plan and whether or not the Holder of such Claim or Interest has accepted the Plan and any other party in interest.

LL. Valuation.

72. The valuation analysis attached as Exhibit D of the Disclosure Statement (the “Valuation Analysis”), the evidence adduced at the Combined Hearing, including in the Schlappig Declaration, and the estimated (a) implied equity value and (b) post-emergence enterprise value of the Reorganized Debtors are reasonable and credible. All parties in interest have been given a fair and reasonable opportunity to challenge the Valuation Analysis, and no parties have done so. The Valuation Analysis (a) is reasonable, persuasive, and credible as of the date such analysis was prepared, presented, or proffered, and (b) uses reasonable and appropriate methodologies and assumptions.

MM. Binding and Enforceable.

73. The Plan and the Plan Documents have been negotiated in good faith and at arm’s length and, subject to the occurrence of the Effective Date, shall bind any and all Holders of Claims and/or Interests and each such Holder’s respective agents, successors, and assigns (whether or not the Claim and/or Interest is Impaired under the Plan, whether or not such Holder has accepted or rejected the Plan, and whether or not such Holder is entitled to a distribution under the Plan), all Entities that are parties to or are subject to the settlements, compromises, releases and injunctions described in the Plan, each Entity acquiring property under the Plan or this Confirmation Order, and any and all Entities that are parties to Executory Contracts or Unexpired Leases with the Debtors. The Plan constitutes legal, valid, binding, and authorized obligations of the respective parties thereto and shall be enforceable in accordance with its terms. Pursuant to section 1142(a) of the Bankruptcy Code, the provisions of this Confirmation Order, the Plan, and the Plan

Documents shall apply and be enforceable notwithstanding any otherwise applicable nonbankruptcy law. Subject to the consent and approval rights of applicable parties set forth in the Plan and the Restructuring Support Agreement, the Debtors are authorized to take any action reasonably necessary or appropriate to consummate the Plan and the transactions described in, contemplated by, or necessary to effectuate the Plan.

NN. Executory Contracts and Unexpired Leases.

74. The Debtors have exercised reasonable business judgment in determining whether to assume or reject each of their Executory Contracts and Unexpired Leases pursuant to sections 365 and 1123(b)(2) of the Bankruptcy Code and Article V of the Plan. Each assumption of an Executory Contract or Unexpired Lease pursuant to Article V of the Plan shall be legal, valid, and binding upon the Debtors or the Reorganized Debtors, as applicable, and their successors and assigns and each non-Debtor party and its successors and assigns to such Executory Contract or Unexpired Lease, all to the same extent as if such assumption were effectuated pursuant to an order of the Court under section 365 of the Bankruptcy Code entered before entry of this Confirmation Order. Except as set forth in separate orders entered by the Court relating to assumption of Executory Contracts or Unexpired Leases, the Debtors have cured or provided adequate assurances that the Debtors or the Reorganized Debtors, as applicable, will cure defaults (if any) under or relating to each Executory Contract and Unexpired Lease assumed under the Plan, except where objections related to cure amounts have been adjourned to a subsequent hearing.

OO. Exit Term Loan Facility.

75. The Exit Term Loan Facility is an essential element of the Plan, is necessary for Confirmation and Consummation of the Plan, and is critical to the overall success and feasibility of the Plan. Additionally, the Debtors have exercised reasonable business judgment in determining to enter into the Exit Term Loan Facility and have provided sufficient and adequate notice of the

material terms of the Exit Term Loan Facility. The terms and conditions of the Exit Term Loan Facility as currently contemplated in the Exit Term Loan Facility Term Sheet (and any commitments, engagements, or similar arrangements with respect to the provisions, arrangement or structuring thereof) are fair and reasonable, reflect the Debtors' exercise of prudent business judgment consistent with their fiduciary duties, are supported by reasonably equivalent value and fair consideration, and have been negotiated in good faith and at arm's length.

76. The Exit Term Loan Facility, the Exit Term Loan Credit Documents, and all transactions contemplated thereby and thereunder (including the payment of all premiums, fees, consideration, indemnities, and expenses thereunder), and the granting by the Debtors and the Reorganized Debtors of Liens on, and security interests in, the collateral granted under the Exit Term Loan Facility and Exit Term Loan Credit Documents, for the benefit of the Exit Term Loan Facility Agent and other secured parties, in accordance with the Plan, are appropriate. The Debtors and Reorganized Debtors are authorized, without further approval of the Court or further corporate, limited liability company, or similar action, to execute and deliver all agreements, documents, instruments, and certificates relating to the Exit Term Loan Facility and perform their obligations thereunder, including the creation and perfection of any Liens in connection therewith.

PP. Amended and Restated ABL Loan Credit Documents.

77. The Amended and Restated ABL Loan Credit Documents are an essential element of the Plan, are necessary for Confirmation and Consummation of the Plan, and are critical to the overall success and feasibility of the Plan. Additionally, the Debtors have exercised reasonable business judgment in determining to enter into the Amended and Restated ABL Loan Credit Documents and have provided sufficient and adequate notice of the material terms of the Amended and Restated ABL Loan Credit Documents. The terms and conditions of the Amended and

Restated ABL Loan Credit Documents (and any commitments, engagements, or similar arrangements with respect to the provisions, arrangement or structuring thereof) are fair and reasonable, reflect the Debtors' exercise of prudent business judgment consistent with their fiduciary duties, and are supported by reasonably equivalent value and fair consideration and have been negotiated in good faith and at arm's length.

78. The Amended and Restated ABL Loan Credit Documents and all transactions contemplated thereby and thereunder (including the payment of all premiums, fees, consideration, indemnities, and expenses thereunder), and the granting by the Debtors and the Reorganized Debtors of Liens on, and security interests in, the collateral granted under the Amended and Restated ABL Loan Credit Documents, for the benefit of the applicable Agent thereunder and other secured parties, in accordance with the Plan, are appropriate. The Debtors and Reorganized Debtors are authorized, without further approval of the Court or further corporate, limited liability company, or similar action, to execute and deliver all agreements, documents, instruments, security documents, and certificates relating to the Amended and Restated ABL Loan Credit Documents and perform their obligations thereunder, including the creation and perfection of any Liens in connection therewith.

QQ. Issuance and Distribution of New Common Equity.

79. Subject to the Restructuring Transactions, the Reorganized Debtors shall issue and distribute, or otherwise transfer, the New Common Equity pursuant to the Plan Documents. Pursuant to Article IV.A of the Plan, any Entity's acceptance of the New Common Equity distributed under the Plan on account of Allowed Claims shall be deemed as such Entity's agreement to the New Organizational Documents, as the same may be amended or modified from time to time following the Effective Date in accordance with their respective terms, and each such Entity will be bound thereby in all respects.

80. The issuance and distribution of the New Common Equity by the Reorganized Debtors are essential elements of the Plan and the Debtors' ability to emerge from the Chapter 11 Cases and are approved in all respects.

RR. Disclosure of Facts.

81. The Debtors have disclosed all material facts regarding the Plan, and the adoption, execution, and implementation of the other matters provided for under the Plan involving corporate action to be taken by or required of the Debtors.

SS. Likelihood of Satisfaction of Conditions Precedent to the Effective Date.

82. Each of the conditions precedent to the Effective Date, as set forth in Article IX.A of the Plan, has been or is reasonably likely to be satisfied or waived in accordance with Article IX.B of the Plan.

BASED ON THE FOREGOING FINDINGS OF FACT AND CONCLUSIONS OF LAW, IT IS
HEREBY ORDERED, JUDGED, AND DECREED THAT:

A. Disclosure Statement.

83. The Disclosure Statement is approved in all respects on a final basis.

a. Notice of Combined Hearing. Notice of the Combined Hearing was appropriate and satisfactory based upon the circumstances of the Chapter 11 Cases, and was in compliance with the applicable provisions of the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the Complex Case Procedures, and applicable nonbankruptcy law.

b. Solicitation. The solicitation complied with the Solicitation and Voting Procedures (as defined in the Disclosure Statement), was appropriate and satisfactory based upon the circumstances of the Chapter 11 Cases, and was in compliance with the applicable provisions of the Bankruptcy Code, the Bankruptcy Rules, the Local Rules, the Complex Case Procedures, the Scheduling Order, and applicable nonbankruptcy law.

c. Disclosure Statement. The Disclosure Statement (a) contains adequate information of a kind generally consistent with the disclosure requirements of applicable nonbankruptcy law; (b) contains “adequate information” (as such term is defined in section 1125(a)(1) and used in section 1126(b)(2) of the Bankruptcy Code) with respect to the Debtors, the Plan, and the transactions contemplated therein; and (c) is approved in all respects. Accordingly, the Disclosure Statement is hereby **APPROVED** on a final basis as providing Holders of Claims entitled to vote on the Plan with adequate information to make an informed decision as to whether to vote to accept or reject the Plan in accordance with section 1125(a)(1) of the Bankruptcy Code.

B. Confirmation.

84. The Plan, attached hereto as **Exhibit A**, and each of its provisions are **CONFIRMED** pursuant to section 1129 of the Bankruptcy Code. The documents contained in or contemplated by the Plan, including the Plan Supplement and other Plan Documents, are hereby authorized and approved. The terms of the Plan and the Plan Supplement are incorporated herein by reference and are an integral part of this Confirmation Order. Subject to the consent and approval rights of applicable parties set forth in the Plan and the Restructuring Support Agreement and except as may be expressly required by the Plan or this Confirmation Order, the Debtors are authorized to implement and consummate the Plan, the Plan Supplement, and the other Plan Documents, including taking all actions necessary, advisable, or appropriate to finalize the Plan Documents and to effectuate the Plan and the Restructuring Transactions, without any further authorization or action by any person, body, or board of directors. The terms of the Plan (including all consent rights provided therein), the Plan Supplement, all exhibits and attachments thereto, and all other relevant and necessary documents shall be effective and binding as of the Effective Date on all parties in interest, including the Reorganized Debtors and all Holders of Claims and Interests. Any amendments or modifications to the Plan described or set forth in this Confirmation

Order are hereby approved, without further order of this Court. All Holders of Claims and Interests that voted to accept the Plan are conclusively presumed to have accepted the Plan as it may have been amended or modified by the foregoing. The failure to specifically describe, include, or refer to any particular article, section, or provision of the Plan or the Plan Documents in this Confirmation Order shall not diminish or impair the effectiveness or enforceability of such article, section, or provision nor constitute a waiver thereof, it being the intent of this Court that the Plan is confirmed in its entirety and incorporated herein by reference.

C. Objections.

85. All objections to Confirmation of the Plan or final approval of the Disclosure Statement, and other responses, comments, statements, or reservation of rights, if any, in opposition to the Plan or final approval of the Disclosure Statement have been overruled in their entirety and on the merits to the extent not otherwise adjourned to a subsequent hearing, withdrawn, waived, or otherwise resolved by the Debtors prior to entry of this Confirmation Order, unless otherwise indicated herein. All withdrawn objections, if any, are deemed withdrawn with prejudice.

D. Waiver of Section 341 Meeting of Creditors or Equity Holders; Waiver of Schedules and Statements and 2015.3 Reports.

86. Any requirement under section 341(e) for the U.S. Trustee to convene a meeting of creditors or equity holders is permanently waived as of the Confirmation Date. Any requirements for the Debtors to file the following are permanently waived as of the Confirmation Date: (A) schedules of assets and liabilities and statements of financial affairs and (B) their initial reports of financial information with respect to entities in which the Debtors hold a controlling or substantial interest as set forth in Bankruptcy Rule 2015.3.

E. References to and Omissions of Plan Provisions.

87. References in this Confirmation Order to articles, sections, and provisions of the Plan are inserted for convenience of reference only and are not intended to be a part of or to affect the interpretation of the Plan. The failure to specifically include or to refer to any particular article, section, or provision of the Plan Documents in this Confirmation Order shall not diminish or impair the effectiveness of such article, section, or provision, it being the intent of this Court that the Plan be confirmed in its entirety, except as expressly modified herein, and incorporated herein by this reference, and that the Plan Documents, including the Plan Supplement and all exhibits and schedules thereto, and all other agreements, instruments or other documents filed in connection with the Plan, and/or executed or to be executed in connection with the transactions contemplated by the Plan and all amendments and modifications of any of the foregoing made pursuant to the provisions of the Plan governing such amendments and modifications are approved in their entirety.

F. Incorporation by Reference.

88. The terms and provisions of the Plan, the Definitive Documents, the Plan Documents, all other relevant and necessary documents, and each of the foregoing's schedules and exhibits are, on and after the Effective Date, incorporated herein by reference and are an integral part of this Confirmation Order.

G. Plan Classification Controlling.

89. The terms of the Plan shall govern the classification of Claims and Interests for purposes of the distributions to be made thereunder. All rights of the Debtors and the Reorganized Debtors to seek to reclassify Claims and/or Interests are expressly reserved.

H. Approval of Restructuring Transactions.

90. The Restructuring Transactions set forth in the Plan, the Plan Documents, and this Confirmation Order, including, for the avoidance of doubt, the Restructuring Transactions Memorandum, are hereby approved and authorized in all respects. The Debtors and the Reorganized Debtors, as applicable, are hereby authorized to implement and consummate the Restructuring Transactions pursuant to the Plan, the Plan Documents, and this Confirmation Order, and to enter into any transactions and to take any actions as may be necessary or appropriate to effectuate the Restructuring Transactions, including, but not limited to, the actions described in in Article IV of the Plan. Each federal, state, commonwealth, provincial, local, foreign, or other governmental agency is authorized to accept for filing and/or recording any and all documents, mortgages, and instruments necessary or appropriate to effectuate, implement, or consummate the transactions contemplated by the Plan, the Plan Supplement, and this Confirmation Order. The consummation of the Plan and implementation of the Restructuring Transactions are not intended to, and shall not, constitute a “change of control,” “change in control,” or other similar event under any lease, contract, or agreement to which the Debtors or Reorganized Debtors, as applicable, are a party. To the maximum extent permitted by law (a) to the extent any provision in any Executory Contract or Unexpired Lease assumed pursuant to the Plan restricts or prevents, or purports to restrict or prevent, or is breached or deemed breached by, the assumption of such Executory Contract or Unexpired Lease (including any “change of control” provision), then such provision shall be deemed modified such that the transactions contemplated by the Plan shall not entitle the non-Debtor party thereto to terminate such Executory Contract or Unexpired Lease or to exercise any other rights with respect thereto, and (b) to the extent any provision in any Executory Contract or Unexpired Lease assumed pursuant to the Plan includes a “change of control,” “change in control,” or other similar provision, then such provision shall be deemed modified such that the

transactions contemplated by the Plan shall not entitle the non-Debtor party thereto to exercise any other rights with respect thereto.

I. No Action.

91. Pursuant to section 1142(b) of the Bankruptcy Code and applicable nonbankruptcy law, (a) no action of the respective directors, managers, members, officers, or other equity holders of the Debtors, as applicable, shall be required to authorize the Debtors to enter into, execute, deliver, file, adopt, amend, restate, consummate, or effectuate, as the case may be, the Plan and any contract, instrument, or other document to be executed, delivered, adopted, or amended in connection with the implementation of the Plan, including any Plan Document, and (b) to the extent the Debtors determine that any Person or Entity is a necessary party to execute and deliver or join in the execution or delivery of any instrument required to effect a transfer of property dealt with by the Plan, or perform any other act in furtherance of the transactions contemplated by the Plan and this Confirmation Order, and in furtherance of consummation of the Plan, and such Person or Entity is so informed by the Debtors, then such Person or Entity is directed to take such steps as necessary to comply with the foregoing and section 1142(b) of the Bankruptcy Code.

J. Governmental Approvals.

92. Except as otherwise set forth herein or in the Plan, this Confirmation Order constitutes all approvals and consents required, if any, by the applicable laws, rules, or regulations of any federal, state, provincial, or any other governmental authority with respect to the implementation and consummation of the Plan and the Plan Documents and any other acts that may be necessary or appropriate for the implementation or consummation of the Plan or the Plan Documents to the fullest extent permitted by law, and nothing herein to the contrary shall diminish the authority of section 1142 of the Bankruptcy Code.

K. Plan Supplement.

93. The documents contained in the Plan Supplement, and any amendments, modifications, and supplements thereto, and all documents and agreements introduced into evidence by the Debtors at the Combined Hearing (including all exhibits and attachments thereto and documents referred to therein), and the execution, delivery, and performance thereof by the Debtors and the Reorganized Debtors, as applicable, are authorized when they are finalized, executed, and delivered. Without further order or authorization of this Court, subject to the consent and approval rights of applicable parties set forth in the Plan and the Restructuring Support Agreement, the Debtors, Reorganized Debtors, and their successors are authorized and empowered to make all modifications to all documents included as part of the Plan Supplement that are consistent with the Plan, unless such modifications require relief under section 1127 of the Bankruptcy Code. Execution versions of the documents comprising or contemplated by the Plan Supplement shall constitute legal, valid, binding, and authorized obligations of the respective parties thereto, enforceable in accordance with their terms and, to the extent applicable, shall create, as of the Effective Date, all Liens, pledges, and security interests purported to be created thereby.

L. Plan Modifications.

94. Entry of this Confirmation Order shall mean that all modifications or amendments to the Plan since the solicitation thereof, are approved pursuant to section 1127(a) of the Bankruptcy Code and do not require additional disclosure or re-solicitation under Bankruptcy Rule 3019.

M. Vesting of Assets.

95. Except as otherwise provided in the Plan, this Confirmation Order, or any agreement, instrument, or other document incorporated herein or in the Plan or Plan Supplement,

or pursuant to any other Final Order of the Bankruptcy Court or the CCAA Court, on the Effective Date, all property (including all interests, rights, and privileges related thereto) in the Estates, all Causes of Action, and any property acquired by any of the Debtors pursuant to this Confirmation Order or the Plan, including Interests held by the Debtors in any Non-Debtor Affiliates, shall vest in each respective Reorganized Debtor, free and clear of all Liens, Claims, charges, Causes of Action, or other encumbrances. On and after the Effective Date, except as otherwise provided in the Plan, this Confirmation Order, or any agreement, instrument, or other document incorporated herein, the Reorganized Debtors may operate their business and may use, acquire, or dispose of property and compromise or settle any Claims, Interests, or Causes of Action without supervision or approval by the Bankruptcy Court or the CCAA Court and free of any restrictions of the Bankruptcy Code, Bankruptcy Rules, or the CCAA.

N. Pension Plans.

96. **Mitel Networks Limited Family Security Plan.** For the avoidance of doubt, nothing in the Plan, the Plan Supplement, or this Confirmation Order shall impair, alter, or modify the rights of the Mitel Networks Limited Family Security Plan (registration number 10132020) under applicable law and existing agreements. Furthermore, notwithstanding anything to the contrary in the Plan, the Plan Supplement, or this Confirmation Order, no Debtor or Reorganized Debtor, as applicable, shall take any action to cancel, release, extinguish, or otherwise impair any Claim held by Mitel Networks Pension Trustee Company Limited on account of that certain *Guarantee*, dated December 7, 2022, by and between Debtor Mitel Networks (International) Limited, as guarantor, in favor of Mitel Networks Pension Trustee Company, or any similar agreement.

97. **Unify Inc. Pension Plan.** Notwithstanding any other provision hereof, nothing in the Plan or this Confirmation Order shall be construed as discharging, releasing, or relieving any

party, in any capacity, from any claim by the Pension Benefit Guaranty Corporation (the “PBGC”) or the Unify Inc. Pension Plan (the “Pension Plan”), subject to any and all applicable rights and defenses of such parties, which are expressly preserved. The PBGC and the Pension Plan shall not be enjoined or precluded from enforcing such liability against any party with such liability as a result of any provisions for satisfaction, release, injunction, exculpation, and discharge of Claims in the Plan and this Confirmation Order.

O. Release of Guarantees and Liens Under Senior Credit Agreements.

98. On the Effective Date and (a) immediately prior to or concurrently with the applicable distributions made pursuant to the Plan to Holders of Senior Loan Claims and prior to the termination, discharge, and release of the Senior Credit Agreements and all related claims thereunder and (b) immediately prior to the execution of the Exit Term Loan Credit Documents, the Senior Credit Agreements are deemed amended, amended and restated, or otherwise modified (provided that any such amendment, amendment and restatement, or modification is acceptable to the Required Consenting Senior Lenders), and the Senior Collateral Agent is deemed directed by the Required Lenders (as defined in the applicable Senior Credit Agreements) under each of the Senior Credit Agreement, to, among other things: (x) release and discharge all necessary guarantees (including any and all Specified Guarantees), Liens, pledges, or other security interests of any obligor or guarantor held by the Senior Collateral Agent and any Holders of Senior Loan Claims (or the Senior Collateral Agent for the benefit of any Senior Loan Claims), as applicable, relating to the Senior Credit Agreements or the Existing Omnibus Intercreditor Agreement; (y) if applicable, provide for sufficient investment capacity to designate any relevant subsidiaries (including, if applicable, all Specified Subsidiaries) as “Unrestricted Subsidiaries” pursuant to the Senior Credit Agreements, as applicable, and the board of directors of Reorganized Mitel and/or the relevant issuer shall designate such relevant subsidiaries as “Unrestricted Subsidiaries”

pursuant to the relevant indenture; and (z) provide for any other necessary amendments, waivers, grants, releases, consents or instructions to any other party including any Senior Collateral Agent pursuant to the Senior Credit Agreements to implement the Restructuring Transactions and release and discharge all necessary claims (including parallel debt obligations) against, guarantees (including any and all Specified Guarantees), Liens, pledges, or other security interests of any obligor or guarantor held by any Holders of the Senior Loan Claims (or the Senior Collateral Agent for the benefit of any Holders of the Senior Loan Claims) and make the distributions to Holders of an Allowed Claim in the manner contemplated by the Plan and the Restructuring Transactions Memorandum. In addition, at the sole expense of the Debtors or the Reorganized Debtors, as applicable, the Senior Collateral Agent under the Senior Credit Agreement shall execute and deliver all documents reasonably requested by the Required Consenting Senior Lenders or the Reorganized Debtors to evidence the release of such claims (including parallel debt obligations), guarantees, Liens, pledges, and other security interests and shall authorize the Reorganized Debtors and their designees to file UCC-3 termination statements, PPSA discharges, and other release documentation, as applicable with respect thereto.

P. Cancellation of Claims and Interests.

99. On the Effective Date, except for the purpose of evidencing a right to a distribution under the Plan, and except with respect to the Exit Term Loan Facility, the New Common Equity, the New Organizational Documents, the Amended and Restated ABL Loan Credit Documents, or any other document included in the Plan Supplement, and as otherwise provided in the Plan: (1) any certificate, security, share, note, bond, credit agreement, indenture, purchase right, option, warrant, or other instrument or document directly or indirectly evidencing, relating to, or creating any indebtedness or obligation of or ownership interest in the Debtors or giving rise to any Claim or Interest or to any rights or obligations relating to any Claims against or Interests in the Debtors

(except such certificates, notes, or other instruments or documents evidencing indebtedness or obligation of or ownership interest in the Debtors that are Reinstated pursuant to the Plan) and any rights of any Holder in respect thereof shall be cancelled without any need for a Holder to take further action with respect thereto, and the duties and obligations of all parties thereto, including the Debtors or the Reorganized Debtors as applicable, and any Non-Debtor Affiliates, thereunder or in any way related thereto, shall be deemed satisfied in full, canceled, released, discharged, and of no force or effect; and (2) the obligations of the Debtors or the Reorganized Debtors pursuant, relating, or pertaining to any agreements, indentures, certificates of designation, bylaws, or certificate or articles of incorporation or similar documents governing the shares, certificates, notes, bonds, indentures, purchase rights, options, warrants, or other instruments or documents evidencing or creating any indebtedness or obligation of or ownership interest in the Debtors (except such agreements, certificates, notes, or other instruments evidencing indebtedness or obligation of or ownership interest in the Debtors that are specifically Reinstated pursuant to the Plan) shall be released and discharged; *provided*, that, notwithstanding Confirmation or the occurrence of the Effective Date, any such agreement that governs the rights of the Holder of an Allowed Claim shall continue in effect solely for purposes of (a) enabling such Holder to receive distributions under the Plan on account of such Allowed Claim as provided herein, (b) allowing the Distribution Agent to make distributions under the Plan as provided therein, and (c) preserving any rights of the Prepetition Agents to payment of fees and expenses as against any money or property distributable to Holders under the relevant Prepetition Credit Agreement. Except as provided in the Plan, on the Effective Date, the Prepetition Agents and their respective agents, successors, and assigns shall be automatically and fully discharged of all duties and obligations associated with the Prepetition Credit Agreements; *provided, further*, that the preceding proviso

shall not affect the discharge of Claims or Interests pursuant to the Bankruptcy Code, the Confirmation Order, or the Plan or result in any expense or liability to the Reorganized Debtors, except to the extent set forth in or provided for under the Plan. Any commitments and obligations of the lenders or Holders under the Prepetition Credit Agreements to extend any further or future credit or financial accommodations to the Debtors, their subsidiaries, or any successors or assigns under the Prepetition Documents, to the extent that there were any remaining commitments or obligations, shall fully terminate and be of no further force or effect on the Effective Date.

Q. Distribution.

100. The procedures governing distributions contained in Article VII of the Plan shall be, and hereby are, approved in their entirety.

R. Claims Register.

101. Any Claim or Interest or any Claim or Interest that has been paid, satisfied, amended, or superseded may be adjusted or expunged on the Claims Register by the Debtors or the Reorganized Debtors without the Debtors or the Reorganized Debtors, as applicable, having to file an application, motion, complaint, objection, or any other legal proceeding seeking to object to such Claim or Interest without any further notice to or action, order, or approval of the Court.

S. Professional Fee Claims.

102. All final requests for payment of Professional Fee Claims incurred during the period from the Petition Date through the Effective Date shall be Filed no later than 45 calendar days after the Effective Date. After notice and the opportunity for a hearing in accordance with the procedures established by the Bankruptcy Code and prior Court orders, the Allowed amounts of such Professional Fee Claims shall be determined by the Court and paid in Cash in full. For the avoidance of doubt, the Restructuring Expenses shall not be considered Professional Fee Claims,

and any such amounts shall be paid in accordance with Article II.C of the Plan, the Restructuring Support Agreement, the DIP Orders, and the Plan, as applicable.

103. As soon as reasonably practicable after the Confirmation Date and no later than one Business Day prior to the Effective Date, the Debtors shall establish the Professional Fee Escrow. On the Effective Date, the Debtors or Reorganized Debtors, as applicable, shall fund the Professional Fee Escrow with Cash equal to the Professional Fee Escrow Amount, which funds shall come from the Debtors' general funds available as of the Effective Date. The Professional Fee Escrow shall be maintained by the Reorganized Debtors in trust solely for the benefit of the Professionals. Such funds shall not be considered property of the Estates, the Debtors, or the Reorganized Debtors, subject to the release of Cash to the Reorganized Debtors from the Professional Fee Escrow in accordance with Article II.D.2 of the Plan; *provided, however*, that the Reorganized Debtors shall have a reversionary interest in the excess, if any, of the amount of the Professional Fee Escrow over the aggregate amount of Allowed Professional Fee Claims of the Professionals to be paid from the Professional Fee Escrow. No Liens, Claims, or Interests shall encumber the Professional Fee Escrow or Cash held on account of the Professional Fee Escrow Amount in any way. The amount of Professional Fee Claims owing to the Professionals shall be paid in Cash to such Professionals by the Reorganized Debtors from the Professional Fee Escrow as soon as reasonably practicable after such Professional Fee Claims are Allowed by a Final Order. When all such Professional Fee Claims have been resolved (either because they are Allowed Professional Fee Claims that have been paid or because they have been disallowed, expunged, or withdrawn), any remaining amount in the Professional Fee Escrow shall promptly be paid to the Reorganized Debtors without any further action or order of the Court. To the extent that funds held in the Professional Fee Escrow Account are insufficient to satisfy the amount of Allowed

Professional Fee Claims owed to the Professionals, such Professionals shall have an Allowed Administrative Claim for any such deficiency, which shall be satisfied in accordance with Article II.A of the Plan.

T. Approval of Amended and Restated ABL Loan Credit Documents.

104. The Debtors and Reorganized Debtors, as applicable, are hereby authorized without further notice to or action, order, or approval of the Court to enter into, perform under, and consummate the transactions contemplated by the Amended and Restated ABL Loan Credit Documents and shall execute and deliver on the Effective Date, as applicable, all agreements, documents, instruments, and certificates relating to the Amended and Restated ABL Loan Credit Documents, in each case that are contemplated by the Amended and Restated ABL Loan Credit Documents to be executed and/or delivered, as applicable, on the Effective Date. All such documents are approved, incorporated in the Plan and this Confirmation Order by reference, and shall become effective in accordance with their terms and the Plan.

105. On the Effective Date, the Amended and Restated ABL Loan Credit Documents shall constitute legal, valid, binding, and authorized obligations of the Reorganized Debtors, enforceable in accordance with their respective terms, and such obligations shall not be, and shall not be deemed to be, enjoined or subject to discharge, impairment, release, avoidance, recharacterization, or subordination under applicable law, the Plan, this Confirmation Order, or on account of the Confirmation or Consummation of the Plan. On the Effective Date, all of the Liens and security interests to be granted on the Effective Date in accordance with the Amended and Restated ABL Loan Credit Documents shall (a) be legal, binding, enforceable, and automatically perfected Liens on, and security interests in, the collateral granted thereunder in accordance with the terms of the Amended and Restated ABL Loan Credit Documents without (i) further approval of the Court, (ii) any approvals, consents, or waivers of any other party, or (iii) further corporate,

limited liability company, or similar action, as applicable, by any Debtors or Reorganized Debtors, (b) be deemed automatically attached and perfected on the Effective Date, subject to and in accordance with the terms of the Amended and Restated ABL Loan Credit Documents, and (c) not constitute preferential transfers, fraudulent conveyances, or other voidable transfers under the Bankruptcy Code or any applicable nonbankruptcy law. The guarantees, pledges, liens, and other security interests granted to secure the obligations arising under the Amended and Restated ABL Loan Credit Documents have been granted in good faith, for legitimate business purposes, and for reasonably equivalent value as an inducement to the lenders thereunder to extend credit thereunder.

U. Approval of Exit Term Loan Facility.

106. The Debtors and Reorganized Debtors, as applicable, are hereby authorized without further notice to or action, order or approval of the Court to enter into, perform under, and consummate the transactions contemplated by the Exit Term Loan Facility Term Sheet and the Exit Term Loan Credit Documents and shall execute and deliver on the Effective Date, as applicable, all agreements, documents, instruments and certificates relating to the Exit Term Loan Facility, including the Exit Term Loan Credit Documents, in each case that are contemplated by the Exit Term Loan Facility Credit Agreement to be executed and/or delivered, as applicable, on the Effective Date. All such documents are approved, incorporated in the Plan and this Confirmation Order by reference, and shall become effective in accordance with their terms and the Plan.

107. On the Effective Date, the Exit Term Loan Credit Documents shall constitute legal, valid, binding, and authorized obligations of the Reorganized Debtors, enforceable in accordance with their respective terms, and such obligations shall not be, and shall not be deemed to be, enjoined or subject to discharge, impairment, release, avoidance, recharacterization, or

subordination under applicable law, the Plan, this Confirmation Order, or on account of the Confirmation or Consummation of the Plan. On the Effective Date, all of the Liens and security interests to be granted on the Effective Date in accordance with the Exit Term Loan Facility and the Exit Term Loan Credit Documents shall (a) be legal, binding, enforceable, and automatically perfected Liens on, and security interests in, the collateral granted thereunder in accordance with the terms of the Exit Term Loan Credit Documents without (i) further approval of the Court, (ii) any approvals, consents, or waivers of any other party, or (iii) further corporate, limited liability company, or similar action, as applicable, by any Debtors or Reorganized Debtors, (b) be deemed automatically attached and perfected on the Effective Date, subject to and in accordance with the terms of the Exit Term Loan Credit Documents, and (c) not constitute preferential transfers, fraudulent conveyances, or other voidable transfers under the Bankruptcy Code or any applicable nonbankruptcy law. The guarantees, pledges, liens, and other security interests granted to secure the obligations arising under the Exit Term Loan Credit Documents have been granted in good faith, for legitimate business purposes, and for reasonably equivalent value as an inducement to the lenders thereunder to extend credit thereunder.

V. Issuance of New Common Equity Approved.

108. On or after the Effective Date, as applicable, the Reorganized Debtors are authorized to issue, or cause to be issued, the New Common Equity issued in connection with the Restructuring Transactions, without the need for any further corporate action. All of the New Common Equity issuable under the Plan, when so issued, shall be duly authorized, validly issued, fully paid, and nonassessable.

W. New Organizational Documents.

109. On the Effective Date, or as soon thereafter as is reasonably practicable, the Reorganized Debtors' New Organizational Documents shall be adopted and amended or

amended and restated, as applicable, as may be required to be consistent with the provisions of the Plan, the New Organizational Documents, the Restructuring Support Agreement, and the Exit Term Loan Credit Documents, as applicable, and the Bankruptcy Code. To the extent required under the Plan or applicable nonbankruptcy law, the Reorganized Debtors will file their applicable New Organizational Documents with the applicable Secretary of State and/or other applicable authorities in their states of formation in accordance with the applicable laws thereof. Subject to Article IV.K of the Plan, the Reorganized Debtors may amend and restate their formation and constituent documents as permitted by applicable law and the terms of the New Organizational Documents, the Restructuring Support Agreement, and the Plan. Any Entity's acceptance of New Common Equity on account of an Allowed Claim shall be deemed as such Entity's agreement to the New Organizational Documents, as the same may be amended or modified from time to time following the Effective Date in accordance with their respective terms, and each such Entity will be bound thereby in all respects.

X. Exemption from Registration Requirements.

110. Pursuant to section 1145 of the Bankruptcy Code and applicable nonbankruptcy law, the offering, issuance, and distribution of the New Common Equity and any other securities under the Plan on account of the DIP Equitization Shares, Priority Lien Claims, and Non-Priority Lien Term Loan Deficiency Claims (a) shall be exempt from, among other things, the registration requirements of section 5 of the Securities Act and any other applicable U.S. state or local law requiring registration for the offer or sale of a security or registration or licensing of an issuer of, underwriter of, or broker or dealer in, a security, (b)(i) are not "restricted securities" as defined in Rule 144(a)(3) under the Securities Act, and (ii) are freely tradable and transferable by any initial recipient thereof that (w) is not an "affiliate" of the Reorganized Debtors as defined in Rule 144(a)(1) under the Securities Act, (x) has not been such an "affiliate" within 90 calendar

days of such transfer, (y) has not acquired the New Common Equity from an “affiliate” of the Reorganized Debtors within one year of such transfer, and (z) is not an entity that is an “underwriter” as defined in subsection (b) of section 1145 of the Bankruptcy Code, and (c) will be freely tradable by the recipients thereof, subject to (i) the provisions of section 1145(b)(1) of the Bankruptcy Code relating to the definition of an underwriter in section 2(a)(11) of the Securities Act, (ii) compliance with applicable securities laws and any rules and regulations of the SEC, if any, applicable at the time of any future transfer of such securities or instruments, and (iii) the restrictions in the New Organizational Documents.

111. To the extent the exemption under section 1145 of the Bankruptcy Code is not available, including for the shares of New Common Equity that are issued on account of the Tranche A-1 Term Loan Backstop Premium, the Tranche A-2 Term Loan Funding Premium, or for which section 1145 of the Bankruptcy Code is otherwise not permitted or not applicable, the offer, issuance, and distribution of such New Common Equity shall be exempt (including with respect to an entity that is an “underwriter” as defined in subsection (b) of section 1145 of the Bankruptcy Code) from registration under the Securities Act pursuant to Section 4(a)(2) thereof and/or Regulation D thereunder, Regulation S, or another available exemption from registration under the Securities Act. Therefore, shares of New Common Equity that are issued on account of the Tranche A-1 Term Loan Backstop Premium, the Tranche A-2 Term Loan Funding Premium, or for which section 1145 of the Bankruptcy Code is otherwise not permitted or not applicable will be “restricted securities” subject to resale restrictions and may be resold, exchanged, assigned, or otherwise transferred only pursuant to an effective registration statement or an applicable exemption from registration under the Securities Act and other applicable law and subject to the restrictions in the New Organizational Documents.

Y. Cooperation by DTC, Transfer Agent.

112. In the event Reorganized Mitel elects, on or after the Effective Date, to reflect any ownership of the New Common Equity issued pursuant to the Plan through the facilities of DTC, Reorganized Mitel need not provide to DTC any further evidence other than the Plan or the Confirmation Orders with respect to the treatment of such Securities under the applicable securities laws.

113. Notwithstanding anything to the contrary in the Plan, no Entity, including, for the avoidance of doubt, DTC or any transfer agent, shall be entitled to require a legal opinion regarding the validity of any transaction contemplated by the Plan, including, for the avoidance of doubt, whether the initial sale and delivery by the issuer to the Holders of the New Common Equity are exempt from registration and/or eligible for DTC book-entry delivery, settlement, and depository services. DTC or any transfer agent shall be required to accept and conclusively rely upon the Plan or the Confirmation Orders in lieu of a legal opinion regarding whether the New Common Equity is exempt from registration and/or eligible for DTC-book-entry delivery, settlement, and depository services.

Z. Effectuating Documents; Further Transactions.

114. On and after the Effective Date, the Reorganized Debtors and their respective officers, directors, members, or managers (as applicable) are authorized to and may issue, execute, deliver, file, or record such contracts, Securities, instruments, releases, and other agreements or documents and take such actions as may be necessary or appropriate to effectuate, implement, and further evidence the terms and conditions of the Plan, the Restructuring Transactions, the New Organizational Documents, the Exit Term Loan Credit Documents, the Amended and Restated ABL Loan Credit Documents, and the Securities issued pursuant to the Plan, and any and all other agreements, documents, securities, filings, and instruments relating to the foregoing, in the name

of and on behalf of the Reorganized Debtors, without the need for any approvals, authorization, or consents except for those expressly required pursuant to the Plan.

AA. Treatment of Executory Contracts and Unexpired Leases.

115. The provisions governing the treatment of Executory Contracts and Unexpired Leases set forth in Article V of the Plan are hereby approved in their entirety. For the avoidance of doubt, as of and subject to the occurrence of the Effective Date and the payment of any applicable Cure Claims, all Executory Contracts and Unexpired Leases to which any of the Debtors are a party and which have not expired by their own terms on or prior to the Effective Date, shall be deemed assumed, except for any Executory Contract and Unexpired Lease that (a) was previously assumed or rejected by the Debtors, pursuant to an Order of the Bankruptcy Court; (b) previously expired or terminated pursuant to its terms; (c) is the subject of a motion to reject Filed on or before the Effective Date; or (d) is specifically designated as a contract or lease to be rejected on the Schedule of Rejected Executory Contracts and Unexpired Leases, if any. Any Executory Contract listed on the Schedule of Rejected Executory Contracts and Unexpired Leases, if any, will be deemed rejected as of the Effective Date, unless a later effective date of rejection is identified on the Schedule of Rejected Executory Contracts and Unexpired Leases and agreed upon by the Debtors and the applicable counterparties to the applicable Executory Contracts. The Debtors (with the consent of the Required Consenting Senior Lenders) or Reorganized Debtors, as applicable, may alter, amend, modify, or supplement the Schedule of Rejected Executory Contracts and Unexpired Leases, if any, at any time through and including 45 days after the Effective Date.

116. The Debtors or the Reorganized Debtors, as applicable, shall pay any undisputed portion of a Cure Claim in accordance with the terms of the Plan and the assumption of any Executory Contract or Unexpired Lease pursuant to the Plan or otherwise, full payment of any

applicable Cure Claim, and cure of any nonmonetary defaults pursuant to Article V.C of the Plan, shall result in the full release and satisfaction of any cure amount, Claims, or defaults, whether monetary or nonmonetary, including defaults of provisions restricting the change in control or ownership interest composition or other bankruptcy-related defaults, arising under any assumed Executory Contract or Unexpired Lease at any time prior to the effective date of assumption upon the payment of all applicable cure amounts and cure of any nonmonetary defaults.

117. Notwithstanding anything to the contrary in this Confirmation Order or the Plan, any amounts owed by the Debtors for postpetition goods or services received pursuant to an Executory Contract that is assumed pursuant to the Plan shall be paid in the ordinary course of business when due in accordance with the applicable Executory Contract.

118. Any and all Proofs of Claim based upon Executory Contracts or Unexpired Leases that have been assumed in the Chapter 11 Cases, including pursuant to the Confirmation Order, and for which any Cure has been fully paid pursuant to Article V.C of the Plan, in the amount and at the time dictated by the Debtors in their ordinary course of business, shall be deemed disallowed and expunged as of the Effective Date without the need for any objection thereto or any further notice to or action, order, or approval of the Court.

119. In the event that the rejection of an Executory Contract or Unexpired Lease by the Debtors results in damages to the other party or parties to such contract or lease, a Claim for such damages shall be forever barred and shall not be enforceable against the Debtors or the Reorganized Debtors or their respective properties or interests in property as agents, successors, or assigns, unless a Proof of Claim is Filed with the Court within 30 days after the later of (a) entry of an Order of the Bankruptcy Court (including this Confirmation Order) approving such rejection and (b) the effective date of such rejection. Any such Claims, to the extent Allowed,

shall be classified as General Unsecured Claims and shall be treated in accordance with Article III of the Plan.

BB. Section 1146(a) Exemption.

120. To the fullest extent permitted by section 1146(a) of the Bankruptcy Code, any transfers (whether from a Debtor to a Reorganized Debtor or to any other Person) of property pursuant to the Plan or the Confirmation Order (including under any of the Definitive Documents and related documents) shall not be subject to any stamp tax, document recording tax, conveyance fee, intangibles, or similar tax, mortgage tax, real estate transfer tax, personal property transfer tax, mortgage recording tax, sales or use tax, Uniform Commercial Code or PPSA filing or recording fee, regulatory filing or recording fee, or other similar tax or governmental assessment in the United States or Canada, and the Confirmation Order shall direct and be deemed to direct the appropriate state or local governmental officials or agents to forgo the collection of any such tax or governmental assessment and to accept for filing and recordation instruments or other documents pursuant to such transfers of property without the payment of any such tax or governmental assessment. Such exemption specifically applies, without limitation, to (1) the creation, modification, consolidation, or recording of any mortgage, deed of trust, Lien, or other security interest, or the securing of additional indebtedness by such or other means, (2) the making or assignment of any lease or sublease, (3) any Restructuring Transaction authorized by the Plan, and (4) the making or delivery of any deed or other instrument of transfer under, in furtherance of, or in connection with the Plan, including (a) any merger agreements; (b) agreements of consolidation, restructuring, disposition, liquidation, or dissolution; (c) deeds; (d) bills of sale; (e) assignments executed in connection with any Restructuring Transaction occurring under the Plan; or (f) the other Definitive Documents.

CC. Management Incentive Plan.

121. After the Effective Date, the New Board shall adopt and implement the Management Incentive Plan (including vesting, exercise prices, base values, hurdles, forfeiture, repurchase rights, and transferability, as applicable). On the Effective Date, the Reorganized Debtors shall reserve New Common Equity representing up to 10%, but not less than 5%, of the issued and outstanding New Common Equity (on a fully diluted basis) as of the Effective Date for distribution to participate employees of the Reorganized Debtors pursuant to the Management Incentive Plan. The Reorganized Debtors are authorized to institute such Management Incentive Plan and enact and enter into related policies and agreements based on the terms and conditions determined by the New Board. Following the implementation of the Management Incentive Plan by the Reorganized Debtors, the issuance of the New Common Equity shall be authorized without the need for any further corporate action and without any further action by the Reorganized Debtors or any of their equity holders, as applicable.

DD. Compromise and Settlement of Claims, Interests, and Controversies.

122. Pursuant to section 1123 of the Bankruptcy Code and Bankruptcy Rule 9019, and in consideration for, and as a requirement to receive, the distributions and other benefits provided pursuant to the Plan, the provisions of the Plan shall constitute a good-faith, global, and integrated compromise and settlement of all Claims, Interests, and controversies relating to the contractual, legal, and subordination rights that any Holder of a Claim or Interest may have with respect to any Allowed Claim or Interest, or any distribution to be made on account of such Allowed Claim or Interest, including the resolution and settlement of the Financing Litigation by and among the Financing Litigation Parties pursuant to the Plan, as well as any and all actual and potential disputes between and among the Releasing Parties, including, for the avoidance of doubt, the Plan Settlement, whereby on the Effective Date and upon the Junior Lien Financing Litigation Parties'

receipt of the Consenting Junior Lenders' Fee Consideration, the Junior Lien Financing Litigation Parties shall contemporaneously take the actions required pursuant to Article IV.U of the Plan. The entry of this Confirmation Order shall constitute the Bankruptcy Court's approval of the Plan Settlement, as well as a finding by the Bankruptcy Court that the Plan Settlement is in the best interest of the Debtors, their Estates, and Holders of Claims and Interests and is fair, equitable, and reasonable. The Plan Settlement is binding upon all creditors and all other parties in interest pursuant to section 1141(a) of the Bankruptcy Code.

EE. Dismissal of Litigation.

123. Promptly following receipt by the Junior Lien Financing Litigation Parties (or their designee(s)) of the Consenting Junior Lenders' Fee Consideration on the Effective Date, (a) the Junior Lien Financing Litigation Parties in the Financing Litigation shall withdraw, with prejudice, the plaintiffs' motion for leave to appeal to the New York Court of Appeals the Appellate Division, First Judicial Department decision and order entered on December 31, 2024 in the Financing Litigation (*Ocean Trails CLO VII et al., v. MLN TopCo Ltd. et al.*, No. 2024-00169, NYSECF No. 37 (1st Dep't Dec. 31 2024)), or, in the event such motion has been granted, withdraw the appeal, with prejudice, and (b) the Financing Litigation Parties, including for the avoidance of doubt the Reorganized Debtors, shall jointly seek entry of final judgment dismissing all claims with prejudice in the proceeding in the Commercial Division of the New York Supreme Court (New York County) captioned *Ocean Trails CLO VII et al., v. MLN TopCo Ltd. et al.*, Index No. 651327/2023.

FF. Release, Exculpation, Discharge, Injunction, and Related Provisions.

124. The release, exculpation, discharge, injunction, and related provisions set forth in Article VIII of the Plan shall be, and hereby are, approved and authorized in their entirety, including, but not limited to:

- a. The discharge provisions set forth in Article VIII.A of the Plan are hereby approved;
- b. The release of Liens provisions set forth in Article VIII.B of the Plan are hereby approved;
- c. The Debtor Release set forth in Article VIII.C of the Plan is hereby approved;
- d. The Third-Party Release set forth in Article VIII.D of the Plan is hereby approved;
- e. The Exculpation set forth in Article VIII.E of the Plan is hereby approved; and
- f. The Injunction set forth in Article VIII.F of the Plan is hereby approved.

GG. Notice of Entry of Effective Date.

125. No later than seven Business Days after the Effective Date, the Reorganized Debtors shall file with the Court and serve by email and first class mail or overnight delivery service a notice of the Effective Date (the “Notice of Effective Date”), in substantially the form annexed hereto as **Exhibit B**, on all Holders of Claims and/or Interests and to all parties on the *Master Service List* maintained by the Claims and Noticing Agent. Notwithstanding the above, no Notice of Effective Date or service of any kind shall be required to be mailed or made upon any Entity to whom the Debtors mailed notice of the Combined Hearing, but received such notice returned marked “undeliverable as addressed,” “moved, left no forwarding address,” or “forwarding order expired,” or similar reason, unless the Debtors have been informed in writing by such Entity, or are otherwise aware, of that Entity’s new address. Mailing of the Notice of Effective Date in the time and manner set forth in this paragraph shall be good, adequate, and sufficient notice under the particular circumstances and in accordance with the requirements of Bankruptcy Rules 2002. No further notice will be necessary.

HH. Non-Severability of Plan Provisions Upon Confirmation.

126. Each provision of the Plan is: (a) valid and enforceable in accordance with its terms; (b) integral to the Plan and may not be deleted or modified without the Debtors’ consent

and consistent with the consent rights set forth in the Restructuring Support Agreement; and
(c) nonseverable and mutually dependent.

II. Post-Confirmation Modifications.

127. Without need for further order or authorization of the Court, the Debtors or the Reorganized Debtors, as applicable, are authorized and empowered to make any and all modifications to any and all documents that are necessary to effectuate the Plan that do not materially modify the terms of such documents and are consistent with the Plan and the consent rights under the Restructuring Support Agreement. Subject to certain restrictions and requirements set forth in section 1127 of the Bankruptcy Code and Bankruptcy Rule 3019 and those restrictions on modifications set forth in this Confirmation Order, the Plan, or the Restructuring Support Agreement, the Debtors and the Reorganized Debtors expressly reserve their respective rights to revoke or withdraw, or to alter, amend, or modify materially the Plan with respect to the Debtors, one or more times after Confirmation, and, to the extent necessary, may initiate proceedings in this Court to so alter, amend, or modify the Plan, or remedy any defect or omission, or reconcile any inconsistencies in the Plan, the Plan Supplement, the Disclosure Statement, or this Confirmation Order, in such manner as may be necessary to carry out the purposes and intent of the Plan.

JJ. Miscellaneous Provisions.

128. **Texas Taxing Authorities.** Notwithstanding anything to the contrary in the Plan, Plan Supplement(s), or this Confirmation Order, with respect to the Claims of the Texas Taxing Authorities³ (the “Tax Claims”) that are allowed pursuant to the Plan or the Bankruptcy Code, the

³ As used herein, the term “Texas Taxing Authorities” shall mean Bexar County, City of Carrollton, Dallas County, City of El Paso, Fort Bend County, Harris County Emergency Service District #48, Hood CAD, City of Houston (for those accounts collected by Linebarger), Houston Community College System, Houston Independent School District, Katy Independent School District, Lewisville Independent School District, Lone Star College System, Montgomery County, City of Richardson, Tarrant County, Bowie CAD, Brazos County, Comal County, Denton

liens (if any), to the extent the Texas Taxing Authorities are entitled to such liens, shall be retained in accordance with the Texas Property Tax Code until such time as the applicable Tax Claims are paid in full. The Tax Claims shall be paid the later of (a) the Effective Date (or as soon thereafter as is reasonably practical) or (b) when due in the ordinary course of business pursuant to applicable nonbankruptcy law. The Tax Claims shall include all accrued interest properly charged under applicable nonbankruptcy law and the Bankruptcy Code through the date of payment, to the extent the Texas Property Tax Code provides for interest with respect to any portion of the Tax Claims; *provided*, that the Debtors' defenses and rights to object to such Tax Claims or to the inclusion of such interest in such Tax Claims are fully preserved. In the event of a default in the payment of the Tax Claims as provided herein, the applicable Texas Taxing Authority shall send written notice of default to the Debtors or Reorganized Debtors, as applicable, and their counsel. If such default is not cured within 30 days after such notice of default is mailed, the affected Texas Taxing Authority may proceed with applicable state law remedies for collection of any amounts due. The Debtors' and Reorganized Debtors' rights and defenses under applicable law and the Bankruptcy Code with respect to the foregoing, including their right to dispute or object to the claims of the Texas Taxing Authorities or the validity or enforcement of any liens with respect to the Tax Claims under the applicable nonbankruptcy law, are fully preserved.

129. **Provision Regarding Governmental Units.** Nothing in the Plan Documents shall (a) cause the United States of America, inclusive of its agencies and sub-agencies (the "United States"), or any state or local authority to be a Releasing Party under the Plan Documents; *provided*, that, nothing in the Plan Documents shall alter any legal or equitable rights

County, Guadalupe County, Williamson County, Plano Independent School District, Fort Bend Independent School District, Fort Bend County Levee Improvement District #2, West Memorial Municipal Utility District, City of Houston (for those accounts collected by Perdue), La Porte Independent School District, and Brazoria County, et al.

or defenses of the Debtors or the Reorganized Debtors or any non-Debtor under nonbankruptcy law with respect to any Claim, liability, or Cause of Action relating to the United States; or (b) affect or impair the exercise of the United States' or any state or local authority's police and regulatory powers.

130. **Rackspace Agreement.** Notwithstanding anything to the contrary herein, any rights, claims, interests, arguments, and defenses of Rackspace US, Inc. ("Rackspace"), Mitel Networks Corporation, or RingCentral, Inc. ("RingCentral") related to the Master Services Agreement, dated September 23, 2019 and the Service Order, dated July 1, 2020 (together, the "Rackspace Agreement"), including, without limitation, with respect to any dispute related to or arising from the purported assignment, pursuant to that certain Notice of Assignment of Master Services Agreement and Service Order, dated October 15, 2024, of the Rackspace Agreement and/or any rights thereunder to RingCentral, are not affected, limited, or prejudiced by anything in the Plan, the transactions provided for under the Plan, or this Confirmation Order. Further, Rackspace is not a Released Party or a Releasing Party under the Plan.

131. **BOF FL Fountain Square LLC Lease.** Notwithstanding anything to the contrary in the Plan or this Confirmation Order, with respect to the *Office Lease*, dated as of November 30, 2015 and amended December 28, 2020, by and between BOF FL Fountain Square LLC as landlord and Unify Inc. as tenant (the "Fountain Lease"), the Debtors or Reorganized Debtors, as applicable, shall remain liable for all obligations arising under the Fountain Lease that were not otherwise required to be asserted as a cure cost, including: (a) for amounts owed or accruing under such Fountain Lease that are unbilled or not yet due as of the Effective Date, regardless of when such amounts or obligations accrued, on account of common area maintenance, insurance, taxes, and similar charges; (b) any regular or periodic adjustment or reconciliation of charges accrued or

accruing under such Fountain Lease that are not yet due or have not been determined or billed as of the Effective Date; (c) post-assumption obligations under such Fountain Lease; and (d) any obligations to indemnify the non-Debtor counterparty under the Fountain Lease for any claims of third parties arising from the Debtors' use and occupancy of the premises pursuant to the terms of the Fountain Lease, which are not known or liquidated by the time of the Effective Date (and therefore not payable as a cure cost pursuant to section 365(b)(1)(a) of the Bankruptcy Code). Other than with respect to Cure Claims fixed in connection with the Plan, subject to resolution of any related dispute, all rights of the parties to the assumed Fountain Lease to dispute amounts due thereunder are preserved. Notwithstanding anything to the contrary in the Plan or this Confirmation Order, with respect to the Fountain Lease, all rights of setoff, subrogation, or recoupment that such counterparty may possess pursuant to such Fountain Lease, or under applicable bankruptcy or nonbankruptcy law, are fully preserved and shall not be enjoined by the Plan or this Confirmation Order. Furthermore, notwithstanding anything to the contrary in the Plan or this Confirmation Order, the Fountain Lease shall be assumed or rejected as of the Effective Date.

132. **Ingate OEM Agreement.** Notwithstanding anything to the contrary in the Plan, the Plan Supplement, or this Confirmation Order, nothing in the Plan, the Plan Supplement, or this Confirmation Order shall impair, alter, reduce, amend, restrict, waive, or otherwise affect the rights, obligations, claims (whether arising prepetition, post-petition, or constituting a Cure Claim), and defenses of Ingate Inc. and Ingate Systems AB (collectively, "Ingate"), the Debtors, and the Reorganized Debtors under that certain *OEM Agreement*, entered into as of May 20, 2008 (as amended, restated, amended and restated, or otherwise modified from time to time, the "OEM Agreement"). Any dispute arising under, related to, or in connection with the OEM Agreement

shall be resolved after the Effective Date in accordance with the terms of the OEM Agreement or by agreement of the parties, and any and all of Ingate's, the Debtors,' and the Reorganized Debtors' rights, claims, counterclaims, causes of action, and defenses with respect to any such dispute are expressly reserved and preserved.

KK. Reimbursement of Restructuring Expenses.

133. All Restructuring Expenses shall be paid in accordance with the Plan.

LL. Term of Injunctions or Stays.

134. Unless otherwise provided in the Plan or in this Confirmation Order, all injunctions or stays arising under or entered during these Chapter 11 Cases under section 105 or 362 of the Bankruptcy Code, or otherwise, and in existence on the Confirmation Date, shall remain in full force and effect until the later of the Effective Date and the date indicated in the order providing for such injunction or stay.

MM. Binding Effect.

135. Pursuant to Article XII.A of the Plan, and notwithstanding Bankruptcy Rules 6004(h) or 7062 or otherwise, upon the occurrence of the Effective Date, the terms of the Plan, the Plan Supplement, and any related Plan Documents shall be immediately effective and enforceable and deemed binding upon the Debtors, the Reorganized Debtors, and any and all Holders of Claims or Interests (irrespective of whether Holders of such Claims or Interests voted or are deemed to have accepted the Plan, voted or are deemed to have rejected the Plan, or failed to vote to accept or reject the Plan), all Entities that are parties to or are subject to the settlements, compromises, releases, discharges, and injunctions described in the Plan or this Confirmation Order, each Entity acquiring property under the Plan or this Confirmation Order and any and all non-Debtor parties to Executory Contracts and Unexpired Leases with the Debtors.

For the avoidance of doubt, nothing in this Confirmation Order shall constitute a waiver of any applicable stay under Bankruptcy Rule 3020(e).

NN. Reservation of Rights.

136. Except as expressly set forth in the Plan, the Plan shall have no force or effect if the Effective Date does not occur. None of the Filing of the Plan, any statement or provision contained in the Plan or the taking of any action by the Debtors with respect to the Plan, the Disclosure Statement, the Plan Supplement, or any other Plan Documents shall be or shall be deemed to be an admission or waiver of any rights of the Debtors with respect to the Holders unless and until the Effective Date has occurred.

OO. Authorization to Consummate.

137. The Debtors and the Reorganized Debtors are authorized to consummate the Plan and the Restructuring Transactions at any time after entry of this Confirmation Order, subject to the satisfaction or waiver in accordance with Article IX.B. of the Plan of the conditions precedent to Consummation set forth in Article IX of the Plan.

PP. Headings.

138. Headings utilized herein are for convenience and reference only and do not constitute a part of the Plan or this Confirmation Order for any other purpose.

QQ. Substantial Consummation.

139. On the Effective Date, the Plan shall be deemed to be substantially consummated under sections 1101 and 1127(b) of the Bankruptcy Code.

RR. Effect of Conflict.

140. This Confirmation Order supersedes any Court order issued prior to the Confirmation Date that may be inconsistent with this Confirmation Order. In the event of an inconsistency between the provisions of this Confirmation Order and the provisions of the Plan,

the Disclosure Statement, or the Plan Supplement, the provisions of this Confirmation Order shall control, and any such provision of this Confirmation Order shall be deemed a modification of the Plan.

SS. Reversal/Stay/Modification/Vacatur of Order.

141. Except as otherwise provided in this Confirmation Order, if any or all of the provisions of this Confirmation Order are hereafter reversed, modified, vacated, or stayed by subsequent order of the Court, or any other court, such reversal, stay, modification, or vacatur shall not affect the validity or enforceability of any act, obligation, indebtedness, liability, priority or Lien incurred or undertaken by the Debtors, the Reorganized Debtors, or any other Person or Entity authorized or required to take action to implement the Plan, as applicable, prior to the effective date of such reversal, stay, modification, or vacatur. Notwithstanding any such reversal, stay, modification, or vacatur of this Confirmation Order, any such act or obligation incurred or undertaken pursuant to, or in reliance on, this Confirmation Order prior to the effective date of such reversal, stay, modification, or vacatur shall be governed in all respects by the provisions of this Confirmation Order, the Plan, the Plan Documents, or any amendments or modifications to the foregoing.

TT. Final Order.

142. This Confirmation Order is a Final Order, and the period in which an appeal must be filed shall commence upon the entry hereof.

UU. Retention of Jurisdiction.

143. This Court may properly, and upon the Effective Date shall, retain exclusive jurisdiction over the matters arising in, and under, and related to, the Chapter 11 Cases, consistent with Article XI of the Plan.

Signed: April 17, 2025



Christopher Lopez
United States Bankruptcy Judge

Exhibit A

Plan

**IN THE UNITED STATES BANKRUPTCY COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION**

In re:

MLN US HOLDCO LLC, *et al.*,¹

Debtors.

)
) Chapter 11
)
) Case No. 25-90090 (CML)
)
) (Jointly Administered)
)

**MODIFIED JOINT PREPACKAGED CHAPTER 11 PLAN OF
REORGANIZATION OF MLN US HOLDCO LLC AND ITS DEBTOR AFFILIATES**

THIS CHAPTER 11 PLAN IS BEING SOLICITED FOR ACCEPTANCE OR REJECTION IN ACCORDANCE WITH BANKRUPTCY CODE SECTION 1125 AND WITHIN THE MEANING OF BANKRUPTCY CODE SECTION 1126. THIS CHAPTER 11 PLAN WILL BE SUBMITTED TO THE BANKRUPTCY COURT FOR APPROVAL FOLLOWING SOLICITATION AND THE DEBTORS' FILING FOR CHAPTER 11 BANKRUPTCY.

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Counsel to the Debtors and Debtors in Possession

Dated: April 15, 2025

¹ A complete list of each of the Debtors in these chapter 11 cases may be obtained on the website of the Debtors' claims and noticing agent at <https://cases.stretto.com/Mitel>. The Debtors' service address for purposes of these chapter 11 cases is: 2160 W Broadway Road, Suite 103, Mesa, Arizona 85202.

TABLE OF CONTENTS

	<u>Page</u>
ARTICLE I. DEFINED TERMS, RULES OF INTERPRETATION, COMPUTATION OF TIME AND GOVERNING LAWS	1
A. Defined Terms	1
B. Rules of Interpretation	25
C. Computation of Time	26
D. Governing Laws	26
E. Reference to Monetary Figures	26
F. Reference to the Debtors or the Reorganized Debtors	26
G. Controlling Document	26
H. Consent Rights	27
ARTICLE II. ADMINISTRATIVE, PRIORITY CLAIMS, AND STATUTORY FEES	27
A. Administrative Claims	27
B. DIP Claims	28
C. Restructuring Expenses	29
D. Professional Fee Claims	29
E. Priority Tax Claims	31
ARTICLE III. CLASSIFICATION AND TREATMENT OF CLAIMS AND INTERESTS	31
A. Classification in General	31
B. Formation of Debtor Groups for Convenience Only	31
C. Summary of Classification	32
D. Treatment of Claims and Interests	32
E. Confirmation Pursuant to Sections 1129(a)(10) and 1129(b) of the Bankruptcy Code	37
F. No Substantive Consolidation	37
G. Special Provision Governing Unimpaired Claims or Interests	38
H. Elimination of Vacant Classes	38
I. Acceptance by Impaired Classes	38
J. Voting Classes; Presumed Acceptance by Non-Voting Classes	38
K. Controversy Concerning Impairment	38
L. Intercompany Interests	38
M. Relative Rights and Priorities	39
ARTICLE IV. MEANS FOR IMPLEMENTATION OF THIS PLAN	39
A. Sources of Consideration for Plan Distributions	39
B. General Settlement of Claims and Interests	41
C. Restructuring Transactions	41
D. Release of Guarantees and Liens Under Senior Credit Agreements	42
E. Reorganized Debtors	43
F. Corporate Existence	43
G. Exemption from Registration	44
H. Vesting of Assets in the Reorganized Debtors	45
I. Cancellation of Existing Securities and Agreements	45
J. Corporate Action	46
K. New Organizational Documents	47
L. Directors, Managers, and Officers of the Reorganized Debtors	47
M. Liability of Officers, Directors, and Agents	48
N. Effectuating Documents; Further Transactions	48
O. Section 1146 Exemption	48
P. Preservation of Causes of Action	49
Q. Management Incentive Plan	50

R.	Employment and Retiree Benefits	50
S.	Dissolution of Certain Debtors.....	51
T.	Private Company.....	51
U.	Dismissal of Litigation.....	51
ARTICLE V. TREATMENT OF EXECUTORY CONTRACTS AND UNEXPIRED LEASES		51
A.	Assumption and Rejection of Executory Contracts and Unexpired Leases	51
B.	Claims Based on Rejection of Executory Contracts and Unexpired Leases	53
C.	Cure of Defaults for Assumed Executory Contracts and Unexpired Leases.....	53
D.	Preexisting Obligations to the Debtors under Executory Contracts and Unexpired Leases 55	
E.	Indemnification Obligations.....	55
F.	Insurance Policies	55
G.	Modifications, Amendments, Supplements, Restatements or Other Agreements	56
H.	Nonoccurrence of Effective Date	56
I.	Reservation of Rights.....	56
ARTICLE VI. PROCEDURES FOR RESOLVING CONTINGENT, UNLIQUIDATED, AND DISPUTED CLAIMS AND INTERESTS.....		57
A.	Disputed Claims Process.....	57
B.	Allowance of Claims.....	57
C.	Claims Administration Responsibilities.....	57
D.	Adjustment to Claims without Objection.....	58
E.	Disallowance of Claims or Interests	58
F.	No Distributions Pending Allowance.....	59
G.	Distributions After Allowance	59
ARTICLE VII. PROVISIONS GOVERNING DISTRIBUTIONS		59
A.	Timing and Calculation of Amounts to Be Distributed	59
B.	Distribution Agent	59
C.	Distribution Record Date	60
D.	Rights and Powers of Distribution Agent	60
E.	Delivery of Distributions and Undeliverable or Unclaimed Distributions	60
F.	Manner of Payment.....	61
G.	No Postpetition Interest on Claims	62
H.	Compliance with Tax Requirements	62
I.	Allocations	62
J.	Foreign Currency Exchange Rate	63
K.	Setoffs and Recoupment	63
L.	Claims Paid or Payable by Third Parties.....	63
M.	Antitrust and Foreign Investment Approvals	64
ARTICLE VIII. RELEASE, INJUNCTION AND RELATED PROVISIONS		64
A.	Discharge of Claims and Termination of Interests.....	64
B.	Release of Liens.....	65
C.	Debtor Release	66
D.	Third-Party Release.....	67
E.	Exculpation	69
F.	Injunction	70
G.	Waiver of Statutory Limitations on Releases.....	71
H.	Protection against Discriminatory Treatment.....	72
I.	Document Retention	72
J.	Reimbursement or Contribution.....	72

ARTICLE IX. CONDITIONS PRECEDENT TO CONSUMMATION OF THIS PLAN.....	73
A. Conditions Precedent to the Effective Date	73
B. Waiver of Conditions	75
C. Substantial Consummation	75
D. Effect of Nonoccurrence of a Condition	75
ARTICLE X. MODIFICATION, REVOCATION, OR WITHDRAWAL OF THIS PLAN	75
A. Modification and Amendments.....	75
B. Effect of Confirmation on Modifications.....	76
C. Revocation or Withdrawal of This Plan.....	76
ARTICLE XI. RETENTION OF JURISDICTION.....	76
ARTICLE XII. MISCELLANEOUS PROVISIONS	80
A. Immediate Binding Effect.....	80
B. Additional Documents	80
C. Payment of Certain Fees	80
D. Reservation of Rights.....	81
E. Successors and Assigns.....	81
F. Notices	81
G. Term of Injunctions or Stays.....	84
H. Entire Agreement	84
I. Exhibits	85
J. Deemed Acts.....	85
K. Severability of Plan Provisions	85
L. Votes Solicited in Good Faith	85
M. Request for Expedited Determination of Taxes	86
N. No Waiver or Estoppel.....	86
O. Closing of Chapter 11 Cases and the CCAA Proceeding.....	86
P. Creditor Default	86

INTRODUCTION

MLN US HoldCo LLC and the other above-captioned debtors and debtors in possession (collectively, the “Debtors”) propose this joint prepackaged chapter 11 plan of reorganization (as modified, amended, or supplemented from time to time, the “Plan”) pursuant to section 1121(a) of the Bankruptcy Code. Although proposed jointly for administrative and distribution purposes, this plan constitutes a separate plan for each Debtor and each Debtor is a proponent of the plan within the meaning of section 1129 of the Bankruptcy Code. Capitalized terms used herein shall have the meanings set forth in Article I.A.

Reference is made to the accompanying *Disclosure Statement for the Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* for a discussion of the Debtors’ history, businesses, properties and operations, projections, risk factors, a summary and analysis of this Plan and the transactions contemplated thereby, and certain related matters.

ALL HOLDERS OF CLAIMS, TO THE EXTENT APPLICABLE, ARE ENCOURAGED TO READ THIS PLAN AND THE DISCLOSURE STATEMENT IN THEIR ENTIRETY BEFORE VOTING TO ACCEPT OR REJECT THIS PLAN.

ARTICLE I. DEFINED TERMS, RULES OF INTERPRETATION, COMPUTATION OF TIME AND GOVERNING LAWS

A. *Defined Terms*

As used in this Plan or the Confirmation Order, capitalized terms have the meanings set forth below.

1. “2022 Financing Transactions” means, collectively, the transactions consummated on November 18, 2022 in connection with the Legacy Senior Credit Agreement, the Legacy Junior Credit Agreement, the Priority Lien Credit Agreement, the Second Lien Credit Agreement, the Third Lien Credit Agreement, and any related or subsequent transactions.

2. “ABL Consent Fee” means that certain consent fee payable to the Consenting ABL Lender in exchange for its consents and waivers on the Effective Date under the ABL Loan Credit Agreements, in an amount equal to 1.00% of the commitments under the ABL Loan Credit Agreements as of the Petition Date.

3. “ABL Loan Credit Agreements” means the Non-Swiss ABL Loan Credit Agreement and the Swiss ABL Loan Credit Agreement.

4. “ABL Loans” means the Non-Swiss ABL Loans and the Swiss ABL Loans.

5. “ABL Loan Claims” the Non-Swiss ABL Loan Claims and the Swiss ABL Loan Claims.

6. “Ad Hoc Group” means the ad hoc group of Consenting Senior Lenders represented by the Ad Hoc Group Advisors.

7. “Ad Hoc Group Advisors” means, collectively, (i) Davis Polk & Wardwell LLP, as counsel, (ii) Perella Weinberg Partners LP, as financial advisor, (iii) Bennett Jones LLP, as Canadian counsel, (iv) Hengeler Mueller Partnerschaft von Rechtsanwälten mbB, as German counsel, (v) Kane Russell Coleman Logan PC, as Texas local counsel, and (vi) each other local, foreign, regulatory or special counsel, consultant, or advisor selected by the Ad Hoc Group to provide advice in connection with the Restructuring Transactions.

8. “Administrative Claim” means a Claim incurred by the Debtors on or after the Petition Date and before the Effective Date for a cost or expense of administration of the Chapter 11 Cases entitled to priority under Sections 364(c)(1), 503(b), 507(a)(2), 507(b), or 1114(e)(2) of the Bankruptcy Code, including (a) the actual and necessary costs and expenses incurred on or after the Petition Date until and including the Effective Date of preserving the Debtors’ Estates and operating the Debtors’ business; (b) Allowed Professional Fee Claims; (c) the Restructuring Expenses incurred after the Petition Date and through the Effective Date; (d) all fees and charges assessed against the Debtors’ Estates pursuant to section 1930 of chapter 123 of title 28 of the United States Code; (e) the DIP Claims, (f) the Backstop Premiums, (g) the DIP Upfront Premium, and (h) any Claim of the Information Officer and/or counsel to the Information Officer.

9. “Affiliate” means, with respect to any specified Entity, any other Entity directly or indirectly controlling or controlled by or under direct or indirect common control with such specified Entity. For purposes of this definition, “control” (including, with correlative meanings, the terms “controlling,” “controlled by,” and “under common control with”) as used with respect to any Entity, shall mean the possession, directly or indirectly, of the right or power to direct or cause the direction of the management or policies of such Entity, whether through the ownership of voting securities, by agreement, or otherwise.

10. “Allowed” means, with respect to any Claim or Interest (or any portion thereof) (a) any Claim or Interest as to which no objection to allowance has been interposed (either in the Bankruptcy Court or in the ordinary course of business) on or before the applicable time period fixed by applicable non-bankruptcy law or such other applicable period of limitation fixed by the Plan, the Bankruptcy Code, the Bankruptcy Rules or the Bankruptcy Court, or as to which any objection has been determined by a Final Order, either before or after the Effective Date, to the extent such objection is determined in favor of the respective Holder; (b) any Claim or Interest as to which the liability of the Debtors and the amount thereof is determined by a Final Order of a court of competent jurisdiction other than the Bankruptcy Court, either before or after the Effective Date; or (c) any Claim or Interest expressly deemed Allowed by the Plan or the DIP Orders; *provided*, that notwithstanding the foregoing, the Reorganized Debtors will retain all Claims and defenses with respect to Allowed Claims or Interests that are Reinstated or otherwise Unimpaired pursuant to the Plan. “Allow,” “Allowing,” and “Allowance” shall have correlative meanings.

11. “Amended and Restated ABL Loan Credit Agreements” means the ABL Loan Credit Agreements, as amended and restated on the Effective Date, which shall be in form and

substance substantially similar to the ABL Loan Credit Agreements and acceptable to the Company Parties, the Consenting ABL Lender, and the Required Consenting Senior Lenders; *provided*, that the Amended and Restated ABL Loan Credit Agreements shall provide for a waiver of any default or event of default resulting from a change of control solely with respect to the Restructuring Transactions contemplated hereunder and pursuant to the Plan.

12. “Amended and Restated ABL Loan Credit Documents” means the Amended and Restated ABL Loan Credit Agreements and any guarantee, security agreement, intercreditor agreement, and other relevant documentation entered into with respect thereto, which shall be in form and substance acceptable to the Consenting ABL Lender and the Required Consenting Senior Lenders.

13. “Antitrust and Foreign Investment Approvals” means any notification, authorization, approval, consent, filing, application, non-objection, expiration, or termination of applicable waiting period (including any extension thereof), exemption, determination of lack of jurisdiction, waiver, variance, filing, permission, qualification, registration, or notification required under any Antitrust Laws and Foreign Investment Laws.

14. “Antitrust Laws” means the Sherman Act of 1890, the Clayton Act of 1914, the Federal Trade Commission Act of 1914, the Hart-Scott Rodino Antitrust Improvements Act of 1976 (in each case, as amended), and all other applicable laws in effect from time to time that are designed or intended to prohibit, restrict or regulate actions having the purpose or effect of monopolization or restraint of trade or lessening of competition through a merger, acquisition or restructuring process.

15. “Assumption Order” means the order entered by the Bankruptcy Court authorizing the assumption of the Atos Settlement Agreement and Nice Settlement Agreement, pursuant to section 365 of the Bankruptcy Code, as of the Effective Date.

16. “Atos” means Atos SE.

17. “Atos Settlement Agreement” means that certain Letter Agreement, dated as of March 7, 2025 by and among the Debtors party thereto and Atos.

18. “Backstop Premiums” means the DIP Backstop Premium, the Tranche A-1 Term Loan Backstop Premium and the Tranche A-2 Term Loan Backstop Premium.

19. “Bankruptcy Code” means Title 11 of the United States Code, 11 U.S.C. §§ 101–1532, as amended.

20. “Bankruptcy Court” means the United States Bankruptcy Court for the Southern District of Texas (Houston Division) presiding over the Chapter 11 Cases or, in the event of any withdrawal of reference under 28 U.S.C. § 157, the United States District Court for the Southern District of Texas.

21. “Bankruptcy Rules” means the Federal Rules of Bankruptcy Procedure as promulgated by the United States Supreme Court under section 2075 of title 28 of the

United States Code, as applicable to the Chapter 11 Cases and the general, local, and chambers rules of the Bankruptcy Court.

22. “Business Day” means any day other than a Saturday, Sunday, or other day on which commercial banks are authorized to close under the Laws of, or are in fact closed in, the state of New York.

23. “Cash” means the legal tender of the United States of America and equivalents thereof, including bank deposits and checks.

24. “Cash Collateral” has the meaning set forth in section 363(a) of the Bankruptcy Code.

25. “Cause of Action” means any action, Claim, cause of action, counterclaim, cross-claim, third-party claim, controversy, remedy, demand, right, action, lien, indemnity, interest, guaranty, suit, obligation, liability, damage, judgment, account, defense, offset, power, privilege, license and franchise of any kind or character whatsoever, whether known or unknown, foreseen or unforeseen, existing or hereinafter arising, contingent or non-contingent, matured or unmatured, suspected or unsuspected, liquidated or unliquidated, disputed or undisputed, secured or unsecured, accrued or unaccrued, assertable directly or derivatively, whether arising before, on, or after the Petition Date, in contract or in tort, in law (whether local, state, or federal U.S. or non-U.S. law) or in equity, or pursuant to any other theory of local, state, or federal U.S. or non-U.S. law. For the avoidance of doubt, “Cause of Action” includes: (a) any right of setoff, counterclaim, or recoupment and any Claim for breach of contract or for breach of duties imposed by law or in equity; (b) any Claim based on or relating to, or in any manner arising from, in whole or in part, tort, breach of contract, breach of fiduciary duty, fraudulent transfer or fraudulent conveyance or voidable transaction law, violation of local, state, or federal or non-U.S. law or breach of any duty imposed by law or in equity, including securities laws, negligence, and gross negligence; (c) any Claim pursuant to section 362 or chapter 5 of the Bankruptcy Code or similar local, state, or federal U.S. or non-U.S. law; (d) any Claim, counterclaim or defense including fraud, mistake, duress, and usury, and any other defenses set forth in section 558 of the Bankruptcy Code or similar local, state, or federal U.S. or non-U.S. law; (e) any state or foreign law pertaining to actual or constructive fraudulent transfer, fraudulent conveyance, or similar Claim; (f) any “lender liability” or equitable subordination Claims or defenses; and (g) the right to object to or otherwise contest any Claims or Interests.

26. “CCAA” means the *Companies’ Creditors Arrangement Act*.

27. “CCAA Court” means the Ontario Superior Court of Justice (Commercial List).

28. “CCAA Documents” means the Confirmation Recognition Order, the Interim DIP Recognition Order, the Final DIP Recognition Order, the Interim Stay Order, the Initial Recognition Order and the Supplemental Order, together with any other pleadings or documents to be filed with the CCAA Court in support of such orders.

29. “CCAA Proceeding” means the ancillary proceeding in the CCAA Court seeking recognition of the Chapter 11 Cases in respect of Mitel Networks Corporation pursuant to Part IV of the CCAA.

30. “Chapter 11 Cases” means (a) when used with reference to a particular Debtor, the case pending for that Debtor under chapter 11 of the Bankruptcy Code in the Bankruptcy Court and (b) when used with reference to all the Debtors, the procedurally consolidated chapter 11 cases pending for the Debtors in the Bankruptcy Court.

31. “Claim” has the meaning ascribed to it in section 101(5) of the Bankruptcy Code and section 2(1) of the CCAA, as may be applicable.

32. “Claims and Noticing Agent” means Stretto, Inc. the claims, noticing, and solicitation agent retained by the Debtors in the Chapter 11 Cases by Bankruptcy Court order.

33. “Claims Register” means the official register of Claims against the Debtors maintained by the Claims and Noticing Agent.

34. “Class” means a category of Holders of Claims or Interests classified together, as set forth in Article III pursuant to sections 1122 and 1123(a)(1) of the Bankruptcy Code.

35. “Commitment Letter” means that certain *Commitment and Participation Letter*, dated as of March 9, 2025, as may be amended, supplemented, or otherwise modified from time to time in accordance with its terms, entered into between the Debtors, Barclays Bank PLC, as fronting lender and Funding Commitment Party, and the DIP Creditors and Exit Creditors party thereto (each as defined in the Commitment Letter).

36. “Company Parties” has the meaning set forth in the Restructuring Support Agreement.

37. “Confirmation” means the Bankruptcy Court’s entry of the Confirmation Order on the docket of the Chapter 11 Cases, within the meaning of Bankruptcy Rules 5003 and 9021.

38. “Confirmation Date” means the date upon which the Bankruptcy Court enters the Confirmation Order on the docket of the Chapter 11 Cases within the meaning of Bankruptcy Rules 5003 and 9021.

39. “Confirmation Hearing” means the hearing held by the Bankruptcy Court on confirmation of the Plan, pursuant to Bankruptcy Rule 3020(b)(2) and sections 1128 and 1129 of the Bankruptcy Code, as such hearing may be continued from time to time.

40. “Confirmation Order” means the order of the Bankruptcy Court confirming the Plan under section 1129 of the Bankruptcy Code and approving the Disclosure Statement on a final basis.

41. “Confirmation Orders” means the Confirmation Order and the Confirmation Recognition Order.

42. “Confirmation Recognition Order” means an order of the CCAA Court recognizing the Confirmation Order.

43. “Consenting ABL Lender” has the meaning set forth in the Restructuring Support Agreement.

44. “Consenting ABL Lender Advisors” means Riemer Braunstein LLP and Frost Brown Todd LLP, as counsel.

45. “Consenting Junior Lenders” has the meaning set forth in the Restructuring Support Agreement.

46. “Consenting Junior Lenders’ Advisor” means Selendy Gay PLLC, as counsel.

47. “Consenting Junior Lenders’ Fee Consideration” means the consideration payable to the Consenting Junior Lenders (or any other payee designated by the Consenting Junior Lenders in their sole discretion) on the Effective Date in an amount equal to \$5 million in the form of (a) \$1.25 million in Cash and (b) \$3.75 million of Incremental Tranche A-2 Term Loans on account of fees and other expenses paid by the Consenting Junior Lenders or their affiliates to the Consenting Junior Lenders’ Advisor prior to the Execution Date (as defined in the Restructuring Support Agreement).

48. “Consenting Senior Lenders” has the meaning set forth in the Restructuring Support Agreement.

49. “Consenting Sponsor” has the meaning set forth in the Restructuring Support Agreement.

50. “Consenting Sponsor Consent Right” has the meaning set forth in the Restructuring Support Agreement.

51. “Consenting Stakeholders” has the meaning set forth in the Restructuring Support Agreement.

52. “Consummation” means the occurrence of the Effective Date.

53. “Cure Claim” means any Claim (unless waived or modified by the applicable counterparty) based upon the Debtors’ defaults under any Executory Contract or Unexpired Lease at the time such Executory Contract or Unexpired Lease is assumed by the Debtors pursuant to section 365 of the Bankruptcy Code, other than a default that is not required to be cured pursuant to section 365(b)(2) of the Bankruptcy Code.

54. “D&O Liability Insurance Policies” means all insurance policies of any of the Debtors for current or former directors’, managers’, members’, and officers’ liability issued at any time to or providing coverage to, or for the benefit of, any Debtor, and all agreements, documents, or instruments relating thereto (including any “tail policy”) in effect or purchased on or prior to the Effective Date.

55. “Debtors” has the meaning set forth in the introduction hereof.

56. “Debtor Release” means the releases set forth at Article VIII.C of the Plan.

57. “Definitive Documents” means the (a) Plan; (b) the Confirmation Order; (c) the Disclosure Statement; (d) the Scheduling Order; (e) the Scheduling Motion; (f) the Solicitation Materials; (g) the DIP Documents; (h) any “key employee” retention or incentive plan and any motion or order related thereto; (i) the First Day Pleadings or “second day” pleadings; (j) the Exit Term Loan Credit Documents; (k) the Amended and Restated ABL Loan Credit Documents; (l) the New Organizational Documents; (m) the CCAA Documents; (n) the Plan Supplement; (o) the Atos Settlement Agreement; (p) the NICE Settlement Agreement; (q) the Assumption Order, (r) all other customary documents delivered in connection with transactions of this type (including, without limitation, any and all material documents necessary to implement the Restructuring Transactions); and (s) any order, or amendment or modification of any order, entered by the Bankruptcy Court, and all other documents, motions, pleadings, briefs, applications, orders, agreements, supplements, and other filings by the Debtors, including any summaries or term sheets in respect thereof, that are related to any of the foregoing.

58. “DIP Agent” means, collectively, Acquiom Agency Services LLC and Seaport Loan Products LLC, each in its capacity as co-administrative agent under the DIP Credit Agreement, and Acquiom Agency Services LLC as the collateral agent, and any successors thereto.

59. “DIP Backstop Parties” means the DIP Creditors that have agreed to acquire DIP New Money Term Loans from the Funding Commitment Party on the terms and conditions set forth in the Commitment Letter (all capitalized terms used within this definition of “DIP Backstop Parties” that are not defined herein shall have the meanings ascribed to such terms in the Commitment Letter).

60. “DIP Backstop Premium” means a premium payable to the DIP Backstop Parties in accordance with the share of DIP New Money Term Loans backstopped by each such DIP Backstop Party, in a total amount equal to 12.0% of the aggregate principal amount of DIP New Money Term Loans, which premium shall be payable in kind by capitalizing the DIP Backstop Premium on the amount of the DIP New Money Term Loans immediately upon funding of such DIP New Money Term Loans.

61. “DIP Claims” means any Claim on account of the DIP Loans, including the DIP Roll-Up Term Loan Claims and DIP New Money Term Loan Claims.

62. “DIP Credit Agreement” means that certain credit agreement with respect to the DIP Facility, as may be amended, supplemented, or otherwise modified from time to time.

63. “DIP Documents” means the DIP Motion, the DIP Orders, the Commitment Letter, the DIP Credit Agreement, the DIP Master Consent to Assignment, the DIP Subordination Agreement, and any amendments, modifications, supplements thereto, and together with any related notes, certificates, agreements, security agreements, documents, instruments or budget

(including any amendments, restatements, supplements or modifications of any of the foregoing) related to or executed in connection therewith.

64. “DIP Equitization” means the conversion of DIP Roll-Up Term Loans to DIP Equitization Shares and the distribution of the DIP Equitization Shares to Holders of DIP Roll-Up Term Loans on a Pro Rata basis on the Effective Date.

65. “DIP Equitization Shares” means the shares of New Common Equity issued to Holders of Allowed DIP Roll-Up Term Loan Claims on the Effective Date in accordance with the DIP Equitization, which shall equal, in the aggregate, 44.6% of the New Common Equity, subject to dilution only by the MIP Equity Pool.

66. “DIP Facility” means the post-petition term loan financing facility provided for under the DIP Credit Agreement and the DIP Orders.

67. “DIP Lenders” means, collectively, the lenders from time to time under the DIP Facility.

68. “DIP Loans” means the DIP New Money Term Loans and the DIP Roll-Up Term Loans.

69. “DIP Master Consent to Assignment” has the meaning set forth in the Commitment Letter.

70. “DIP Motion” means the motions seeking approval of the Debtors’ incurrence of the DIP Loans and the Bankruptcy Court’s entry of the DIP Orders and the CCAA Court’s approval of the DIP Recognition Orders as applicable, together with any other pleadings or documents to be filed with the Bankruptcy Court or the CCAA Court in support of such motions, as applicable.

71. “DIP New Money Term Loans” means new money loans in an aggregate principal amount of \$60.0 million (plus all fees payable in kind, including the DIP Upfront Premium and the DIP Backstop Premium) provided by the DIP Lenders under the DIP Credit Agreement, which shall be converted on a dollar-for-dollar basis to Tranche A-2 Term Loans on the Effective Date.

72. “DIP New Money Term Loan Claims” means any Claims arising under or related to the DIP New Money Term Loans.

73. “DIP Orders” means, collectively, any Orders entered in the Chapter 11 Cases approving the DIP Facility.

74. “DIP Recognition Orders” means, collectively, the Interim DIP Recognition Order and the Final DIP Recognition Order.

75. “DIP Roll-Up Term Loans” means the refinanced Priority Lien Loans held by the DIP Lenders, in an aggregate principal amount of \$62 million, under the DIP Credit Agreement.

76. “DIP Roll-Up Term Loan Claim” means any Claim arising under or related to the DIP Roll-Up Term Loans.

77. “DIP Subordination Agreement” has the meaning set forth in the Restructuring Support Agreement.

78. “DIP Upfront Premium” means an upfront premium equal to 3.00% of the stated principal amount of the DIP New Money Term Loans, which shall be payable in kind by capitalizing the upfront premium on the amount of the DIP New Money Term Loans immediately upon funding of such DIP New Money Term Loans.

79. “Disallowed” means a Claim or an Interest (or portion thereof) that has been disallowed, denied, dismissed, or overruled pursuant to this Plan, by Final Order of the Bankruptcy Court, or any other court of competent jurisdiction, or pursuant to a settlement.

80. “Disclosure Statement” means the disclosure statement with respect to the Plan in accordance with, among other things, sections 1125, 1126(b), and 1145 of the Bankruptcy Code, Rule 3018 of the Federal Rules of Bankruptcy Procedure, and other applicable Law, including all exhibits, annexes, schedules, and supplements thereto, each as may be amended, supplemented, or modified from time to time.

81. “Disputed” means, as to a Claim or Interest, any Claim or Interest that is not yet Allowed or Disallowed.

82. “Distribution Agent” means the Reorganized Debtors or the Entity or Entities selected by the Reorganized Debtors to make or facilitate distributions contemplated under the Plan, which Entity may include the Claims and Noticing Agent.

83. “Distribution Record Date” means the record date for purposes of making distributions under the Plan on account of Allowed Claims, which date shall be the Confirmation Date or such other date that is selected by the Debtors, with the consent of the Required Consenting Senior Lenders.

84. “Effective Date” means the date that is a Business Day selected by the Debtors, with the consent of the Required Consenting Senior Lenders, on which (a) all conditions to the occurrence of the Effective Date have been satisfied or waived pursuant to Article IX.A and Article IX.A(p), (b) no stay of the Confirmation Order or the Confirmation Recognition Order is in effect, and (c) the Debtors declare the Plan effective.

85. “Entity” means any person, individual, corporation, limited liability company, partnership, joint venture, association, joint stock company, trust, unincorporated organization, Governmental Unit, any agency or political subdivision of any Governmental Unit, or any other entity, whether acting in an individual, fiduciary, or other capacity.

86. “Estate” means, as to each Debtor, the estate created for the Debtor in its Chapter 11 Case pursuant to section 541 of the Bankruptcy Code upon the commencement of its Chapter 11 Case.

87. “Exculpated Parties” means each of the Debtors.
88. “Executory Contract” means a contract or lease to which one or more of the Debtors is a party that is subject to assumption or rejection under section 365 of the Bankruptcy Code.
89. “Existing Mitel Interests” means the Interests in MLN TopCo Ltd. and Mitel Networks (International) Limited as of the Petition Date.
90. “Existing Omnibus Intercreditor Agreement” means that certain *Omnibus Intercreditor Agreement*, dated as of October 18, 2022 (as may be further amended, restated, supplemented, waived, or otherwise modified from time to time) among the Company Parties and the Prepetition Agents.
91. “Exit Master Consent to Assignment” has the meaning set forth in the Commitment Letter.
92. “Exit Term Loan Credit Documents” means the Exit Master Consent to Assignment, the Exit Term Loan Facility Term Sheet, the Exit Term Loan Facility Credit Agreement and any guarantee, security agreement, intercreditor agreement, and all other relevant documentation entered into with respect to the Exit Term Loan Facility, which shall be consistent in all material respects with the Exit Term Loan Facility Term Sheet.
93. “Exit Term Loan Facility” means the first lien term loan facility to be incurred by the Reorganized Debtors and applicable guarantors on the Effective Date comprised of the Tranche A-1 Term Loans and the Tranche A-2 Term Loans, consistent with the terms and conditions set forth in the Exit Term Loan Facility Term Sheet and the Plan and entered into on the Effective Date on the terms and conditions set forth in the Exit Term Loan Credit Documents.
94. “Exit Term Loan Facility Agent” means the “Exit Term Agents” as defined in the Exit Term Loan Facility Term Sheet.
95. “Exit Term Loan Facility Credit Agreement” means that certain credit agreement governing the term of the Exit Term Loan Facility, which shall be consistent in all material respects with the Exit Term Loan Facility Term Sheet and otherwise acceptable to the Required Consenting Senior Lenders.
96. “Exit Term Loan Facility Term Sheet” means the *Exit Term Loan Facility Term Sheet* [Docket No. 193-5], which sets forth the material terms with respect to the Exit Term Loan Facility.
97. “Exit Term Loan Lenders” means, collectively, the Tranche A-1 Term Loan Lenders and the Tranche A-2 Term Loan Lenders from time to time under the Exit Term Loan Facility.
98. “File,” “Filed,” or “Filing” means file, filed, or filing with the Bankruptcy Court, the Clerk of the Bankruptcy Court, or any of its or their authorized designees in the Chapter 11 Cases, including, with respect to a Proof of Claim, the Claims and Noticing Agent.

99. “Final DIP Order” means the order entered by the Bankruptcy Court authorizing and approving the DIP Loans and the DIP Documents on a final basis and setting forth the terms and conditions for the use of the proceeds of the DIP Loans and use of Cash Collateral.

100. “Final DIP Recognition Order” means an order of the CCAA Court recognizing the Final DIP Order; *provided*, that, for greater certainty, the Confirmation Recognition Order may constitute the Final DIP Recognition Order if the Confirmation Recognition Order provides for the recognition of the Final DIP Order.

101. “Final Order” means, as applicable, an order or judgment entered by the Bankruptcy Court or other court of competent jurisdiction (including the CCAA Court) with respect to the relevant subject matter that has not been reversed, vacated, stayed, modified, or amended, and as to which the time to appeal, seek certiorari or leave to appeal, or move for a new trial, reargument, or rehearing has expired and no appeal, petition for certiorari or motion for leave to appeal, or other proceedings for a new trial, reargument or rehearing has been timely taken, or as to which any appeal that has been taken or any petition for certiorari or motion for leave to appeal that has been or may be filed has been resolved by the highest court to which the order or judgment could be appealed or from which certiorari or leave to appeal could be sought or a new trial, reargument or rehearing shall have been denied, resulted in no modification of such order, or has otherwise been dismissed with prejudice; *provided*, that the possibility that a motion under Rules 59 or 60 of the Federal Rules of Civil Procedure or any comparable Federal Rule of Bankruptcy Procedure or sections 502(j) or 1144 of the Bankruptcy Code may be filed relating to such order or judgment shall not cause such order or judgment not to be a Final Order.

102. “Financing Litigation” means any Cause of Action arising out of or related to (a) the facts and circumstances alleged in any complaint filed in the Financing Litigation Proceedings, including all Causes of Action alleged therein, (b) the 2022 Financing Transactions, and/or (c) any associated documentation or transactions related to the foregoing.

103. “Financing Litigation Parties” means (i) the Senior Lien Financing Litigation Parties, (ii) the Junior Lien Financing Litigation Parties, (iii) the Consenting Sponsor, and (iv) the Debtors and the Reorganized Debtors, as applicable.

104. “Financing Litigation Proceedings” means the proceedings in (a) the New York Supreme Court’s First Appellate Division, captioned *Ocean Trails CLO VII et al.*, v. *MLN TopCo Ltd. et al.*, No. 2024-00169 (1st Dep’t), (b) the Commercial Division of the New York Supreme Court (New York County), captioned *Ocean Trails CLO VII et al.*, v. *MLN TopCo Ltd. et al.*, Index No. 651327/2023, (c) in the New York State Court of Appeals, concerning any appeal of the Financing Litigation Ruling, and (d) in the United States District Court for the Southern District of New York, captioned *Ocean Trails CLO VII et al.*, v. *MLN TopCo Ltd. et al.*, No. 1:23-cv-05443-LGS (S.D.N.Y.).

105. “Financing Litigation Ruling” means that certain order entered by the New York Supreme Court’s First Appellate Division on December 31, 2024, Case No. 2024-00169, Index No. 651327/2023 [Docket No. 37] (N.Y. App. Div. Dec. 31, 2024).

106. “First Day Pleadings” means those motions and proposed court orders that the Company files on or after the Petition Date to have heard by the Bankruptcy Court on an expedited basis at the “first day hearing.”

107. “Foreign Investment Laws” means applicable laws that are designed or intended to screen, prohibit, restrict or regulate foreign investments into such jurisdiction or country, including but not limited to on the basis of cultural, public order or safety, privacy, national or economic security grounds.

108. “Foreign Representative” means Mitel Networks Corporation in its capacity as “foreign representative” in respect of the Chapter 11 Cases for the purposes of the CCAA Proceeding.

109. “General Unsecured Claim” means any Claim against a Debtor that is not a Secured Claim and that is not an Administrative Claim, a DIP Claim, a Priority Tax Claim, an Other Secured Claim, an Other Priority Claim, an ABL Loan Claim, a Priority Lien Claim, a Non-Priority Lien Term Loan Deficiency Claim, an Intercompany Claim, or any claim arising under section 510(b) of the Bankruptcy Code. For the avoidance of doubt, General Unsecured Claims shall include any Lease Rejection Claims.

110. “Governance Term Sheet” means the governance term sheet to be filed as part of the Plan Supplement, which shall be in form and substance acceptable to the Required Consenting Senior Lenders in their reasonable discretion, and in consultation with the Company Parties.

111. “Governmental Unit” means any U.S. or non U.S. federal, state, municipal, or other government, or other department, commission, board, bureau, agency, public authority, or instrumentality thereof, or any other U.S. or non-U.S. court or arbitrator; *provided*, that “Governmental Unit” as used herein shall include any “governmental unit” as defined in section 101(27) of the Bankruptcy Code.

112. “Holder” means an Entity holding a Claim against or an Interest in a Debtor.

113. “HSR Act” means the Hart-Scott-Rodino Antitrust Improvements Act of 1976 (as amended).

114. “Impaired” means, with respect to any Class of Claims or Interests, a Class of Claims or Interests that is impaired within the meaning of section 1124 of the Bankruptcy Code.

115. “Incremental Tranche A-2 Term Loans” means \$3.75 million of incremental Tranche A-2 Term Loans issued under the Tranche A-2 Term Loan Facility issued to the Junior Lien Financing Litigation Parties (or their designee(s)) on account of the Consenting Junior Lenders’ Fee Consideration, but not consisting of New Money Tranche A-2 Term Loans.

116. “Information Officer” means the information officer appointed in the CCAA Proceeding.

117. “Initial Consenting Senior Lenders” has the meaning set forth in the Restructuring Support Agreement.

118. “Initial Recognition Order” means an order of the CCAA Court recognizing the Chapter 11 Case of Mitel Networks Corporation as a foreign proceeding under Part IV of the CCAA and granting a stay in Canada in respect of Mitel Networks Corporation (provided that such stay may in the alternative be granted pursuant to the Supplemental Order).

119. “Intercompany Claim” means a Claim or a Cause of Action against a Debtor held by a Debtor or a Non-Debtor Affiliate.

120. “Intercompany Interest” means an Interest in a Debtor held by another Debtor or Non-Debtor Affiliate.

121. “Interests” means, collectively, the shares (or any class thereof), common stock, preferred stock, limited partnership units, limited liability company interests, membership interests, and any other equity, ownership, or profits interests of any Debtor, and options, warrants, rights, stock appreciation rights, phantom units, incentives, commitments, calls, redemption rights, repurchase rights, or other securities or arrangements to acquire or subscribe for, or which are convertible into, or exercisable or exchangeable for, the shares (or any class thereof) of, common stock, preferred stock, limited partnership units, limited liability company interests, membership interests, or any other equity, ownership, or profits interests of any Debtor (in each case whether or not arising under or in connection with any employment agreement).

122. “Interim DIP Order” means the interim order entered by the Bankruptcy Court authorizing and approving the DIP Loans and the DIP Documents on an interim basis and setting forth the terms and conditions for the use of the proceeds of the DIP Loans and use of Cash Collateral.

123. “Interim DIP Recognition Order” means an order of the CCAA Court recognizing the Interim DIP Order; *provided*, that for greater certainty, the Supplemental Order may constitute the Interim DIP Recognition Order if the Supplemental Order provides for the recognition of the Interim DIP Order.

124. “Interim Stay Order” means an order of the CCAA Court granting an interim stay in Canada in respect of Mitel Networks Corporation.

125. “Junior Collateral Agent” means Ankura Trust Company, LLC in its capacity as successor administrative agent and collateral agent under each of the Junior Credit Agreements, and any successor agent thereto.

126. “Junior Credit Agreements” means the Legacy Senior Credit Agreement and the Legacy Junior Credit Agreement.

127. “Junior Lien Financing Litigation Parties” means each holder of Junior Loan Claims and its affiliated funds that is a plaintiff in the Financing Litigation Proceedings.

128. “Junior Loan Claims” means the Legacy Senior Term Loan Deficiency Claims and the Legacy Junior Term Loan Deficiency Claims.

129. “Law” means any federal, state, local, or non-U.S. law (including, in each case, any common law), statute, code, ordinance, rule, regulation, decree, injunction, order, ruling, assessment, writ or other legal requirement, or judgment, in each case, that is validly adopted, promulgated, issued, or entered by a Governmental Unit of competent jurisdiction (including the Bankruptcy Court and the CCAA Court).

130. “Lease Rejection Claims” means any Claim arising due to a Debtor’s rejection of an Unexpired Lease pursuant to section 365 of the Bankruptcy Code, which shall be subject to the cap imposed by section 502(b)(6) of the Bankruptcy Code.

131. “Legacy Junior Credit Agreement” means that certain *Second Lien Credit Agreement*, dated as of November 30, 2018 (as amended pursuant to that certain *Amendment No. 1*, dated as of October 18, 2022, and as subsequently amended pursuant to that certain *Amendment No. 2*, dated as of October 18, 2022, and as subsequently amended, restated, modified, supplemented, or replaced from time to time in accordance with its terms), by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, MLN US HoldCo LLC, as Borrower, the Junior Collateral Agent, as successor collateral and administrative agent, and the other parties thereto from time to time, and all ancillary documents, exhibits, and schedules.

132. “Legacy Junior Term Loan Claims” means any Claim on account of Legacy Junior Term Loans or otherwise arising under the Legacy Junior Credit Agreement.

133. “Legacy Junior Term Loan Deficiency Claim” means any Legacy Junior Term Loan Claim that is not Secured, which shall include all Legacy Junior Term Loan Claims.

134. “Legacy Junior Term Loans” means the loans outstanding under the Legacy Junior Credit Agreement.

135. “Legacy Senior Credit Agreement” means that certain *First Lien Credit Agreement*, dated as of November 30, 2018 (as amended pursuant to that certain *Amendment No. 1*, dated as of October 22, 2020, and as subsequently amended pursuant to that certain *Amendment No. 2*, dated as of October 18, 2022, and as subsequently amended pursuant to that certain *Amendment No. 3*, dated as of October 18, 2022, and as subsequently amended, restated, modified, supplemented, or replaced from time to time in accordance with its terms), by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, MLN US HoldCo LLC, as Borrower, the Junior Collateral Agent, as successor collateral and administrative agent, and the other parties thereto from time to time, and all ancillary documents, exhibits, and schedules.

136. “Legacy Senior Term Loan Claim” means any Claim on account of Legacy Senior Term Loans or otherwise arising under the Legacy Senior Credit Agreement.

137. “Legacy Senior Term Loan Deficiency Claim” means any Legacy Senior Term Loan Claim that is not Secured, which shall include all Legacy Senior Term Loan Claims.

138. “Legacy Senior Term Loans” means the loans outstanding under the Legacy Senior Credit Agreement.

139. “Lien” has the meaning set forth in section 101(37) of the Bankruptcy Code.

140. “Management Consulting Agreement” has the meaning set forth in the Restructuring Support Agreement.

141. “Management Incentive Plan” means the post-Effective Date management incentive plan to be established and implemented by the New Board within 120 days of the Effective Date.

142. “MIP Equity Pool” means up to 10%, and not less than 5%, of the New Common Equity, on a fully diluted basis, to be reserved to grant awards pursuant to the Management Incentive Plan; *provided*, that the actual amount of grant awards and vesting schedule shall be determined by the New Board after the Effective Date.

143. “New Board” means the board of directors of Reorganized Mitel, as initially established on the Effective Date in accordance with the terms of the Plan, the Governance Term Sheet, and the applicable New Organizational Documents.

144. “New Common Equity” means the common stock in Reorganized Mitel to be issued on or after the Effective Date, or, if so determined by the Debtors, with the consent of the Required Consenting Senior Lenders, and set forth in the Restructuring Transactions Memorandum, the common stock of another Entity.

145. “New Intercreditor Agreement” means the new intercreditor agreement entered into by and among the agent under the Amended and Restated ABL Loan Credit Agreements and the Exit Term Loan Facility Agent, among others, governing the relevant rights and priorities under the Amended and Restated ABL Loan Credit Documents and the Exit Term Loan Credit Documents.

146. “New Money Tranche A-2 Term Loans” means \$44.5 million in aggregate principal amount of Tranche A-2 Term Loans to be funded on the Effective Date pursuant to the Exit Term Loan Credit Documents and in accordance with the Exit Term Loan Facility Term Sheet.

147. “New Organizational Documents” means the new Organizational Documents of Reorganized Mitel and its direct and indirect subsidiaries (as applicable), including any shareholders agreement, registration agreement, or similar document, which shall be in form and substance consistent with the Governance Term Sheet.

148. “New Shareholders’ Agreement” means that certain shareholders’ agreement, if any, effective as of the Effective Date, addressing certain matters relating to New Common Equity, which shall be in form and substance acceptable to the Required Consenting Senior Lenders.

149. “New Subsidiary Boards” means, with respect to each of the Reorganized Debtors other than Reorganized Mitel, the initial board of directors, board of managers, or member, as the case may be, of each such Reorganized Debtor.

150. “NICE” means, collectively, NICE Systems UK Limited and inContact, Inc.

151. “NICE Settlement Agreement” means that certain *Settlement Agreement and Mutual Release Agreement* dated as of March 7, 2025 by and among the Debtors and other Company Parties party thereto and NICE.

152. “Non-Debtor Affiliate” means any subsidiary of a Debtor that is not a Debtor.

153. “Non-Priority Lien Term Loan Deficiency Claims” means, collectively, Second Lien Term Loan Deficiency Claims, Third Lien Term Loan Deficiency Claims, Legacy Senior Term Loan Deficiency Claims, and Legacy Junior Term Loan Deficiency Claims.

154. “Non-Swiss ABL Loans” means the loans outstanding under the Non-Swiss ABL Loan Credit Agreement.

155. “Non-Swiss ABL Loan Claim” means any Claim on account of the Non-Swiss ABL Loans.

156. “Non-Swiss ABL Loan Credit Agreement” means that certain *Term Loan Credit Agreement* (as may be further amended, restated, supplemented, waived, or otherwise modified from time to time) dated as of May 30, 2024, by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, MLN US HoldCo LLC, as Borrower, U.S. Holdings, PCI, as administrative and collateral agent, and the other parties thereto from time to time, and all ancillary documents, exhibits, and schedules.

157. “Order” means any judgment, order, award, injunction, writ, permit, license, or decree of any Governmental Unit or arbitrator of applicable jurisdiction.

158. “Organizational Documents” means, with respect to any Company Party, the documents by which such Company Party was organized or formed (such as a certificate of incorporation, certificate of formation, certificate of limited partnership, or articles of organization, and including, without limitation, any certificates of designation for preferred stock or other forms of preferred equity) or which relate to the internal governance of such Person (such as by-laws, a partnership agreement, or an operating, limited liability company, shareholders, or members agreement).

159. “Other Priority Claim” means any Claim entitled to priority in right of payment under section 507(a) of the Bankruptcy Code, to the extent such Claim has not already been paid during the Chapter 11 Cases, other than: (a) an Administrative Claim; or (b) a Priority Tax Claim.

160. “Other Secured Claim” means any Secured Claim that is not an ABL Loan Claim, a Priority Lien Claim, or a DIP Claim.

161. “Permits” means any license, permit, registration, authorization, approval, certificate of authority, accreditation, qualification, or similar document or authority that has been issued or granted by any Governmental Unit.

162. “Person” means an individual, a partnership, a joint venture, a limited liability company, a corporation, a trust, an unincorporated organization, a group, a Governmental Unit, or any legal entity or association.

163. “Petition Date” means the first date any of the Debtors commence the Chapter 11 Cases.

164. “Plan” means this joint prepackaged plan of reorganization filed by the Debtors under chapter 11 of the Bankruptcy Code that embodies the Restructuring Transactions, including all exhibits, annexes, schedules, and supplements thereto, each as may be amended, supplemented, or modified from time to time, including the Plan Supplement, which shall be, in each case, at all times in form and substance reasonably acceptable in all respects to the Debtors and the Required Consenting Senior Lenders and otherwise consistent with the consent rights in the Restructuring Support Agreement.

165. “Plan Settlement” has the meaning set forth in Article IV.B hereof.

166. “Plan Supplement” means the compilation of term sheets, documents and forms of documents, schedules, and exhibits to the Plan that will be filed by the Debtors with the Bankruptcy Court, which shall be in form and substance acceptable to the Debtors and the Required Consenting Senior Lenders.

167. “PPSA” means in respect of each province and territory in Canada (other than the Province of Quebec), the Personal Property Security Act as from time to time in effect in such province or territory and, in respect of the Province of Quebec, the Civil Code of Quebec as from time to time in effect in such province.

168. “Prepetition Agents” means, collectively, each of the Senior Collateral Agent and the Junior Collateral Agent, and in each case including any successors thereto.

169. “Prepetition Credit Agreements” means the Priority Lien Credit Agreement, Second Lien Credit Agreement, Third Lien Credit Agreement, Legacy Senior Credit Agreement, Legacy Junior Credit Agreement, and the ABL Loan Credit Agreements.

170. “Priority Lien Credit Agreement” means that certain *Priority Lien Credit Agreement*, dated as of October 18, 2022 (as amended pursuant to (a) that certain *Amendment No.*

I, dated as of November 18, 2022, (b) the Priority Lien Incremental Assumption Agreement, and (c) as amended, restated, modified, or supplemented from time to time in accordance with its terms), by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, MLN US HoldCo LLC, as Borrower, the Senior Collateral Agent, as administrative agent and collateral agent, and the other parties thereto from time to time.

171. “Priority Lien Incremental Assumption Agreement” means that certain *Incremental Assumption Agreement* (as may be further amended, restated, supplemented, waived, or otherwise modified from time to time) dated as of November 18, 2022, by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, MLN US HoldCo LLC, as Borrower, the Senior Collateral Agent, as administrative and collateral agent, and the other parties thereto from time to time, and all ancillary documents, exhibits, and schedules.

172. “Priority Lien Claim” means any Claim on account of Priority Lien Loans or otherwise arising under the Priority Lien Credit Agreement.

173. “Priority Lien Loans” means the loans outstanding under the Priority Lien Credit Agreement.

174. “Priority Tax Claim” means any Claim of a Governmental Unit against a Debtor entitled to priority as specified in section 507(a)(8) of the Bankruptcy Code.

175. “Pro Rata” means, with respect to any distribution on account of an Allowed Claim, the ratio (expressed as a percentage) that the amount of such Allowed Claim bears to the aggregate amount of all Allowed Claims in its Class or other matter so referenced, as the context requires.

176. “Professional” means any Entity (a) employed pursuant to an Order of the Bankruptcy Court in connection with these Chapter 11 Cases pursuant to sections 327, 328, or 1103 of the Bankruptcy Code and to be compensated for services pursuant to sections 327, 328, 329, 330, 331, or 363 of the Bankruptcy Code or (b) awarded compensation and reimbursement by the Bankruptcy Court pursuant to section 503(b)(4) of the Bankruptcy Code.

177. “Professional Fee Claim” means a Claim by a Professional seeking an award by the Bankruptcy Court of compensation for services rendered or reimbursement of expenses incurred through and including the Effective Date under sections 330, 331, 503(b)(2), 503(b)(3), 503(b)(4), or 503(b)(5) of the Bankruptcy Code to the extent such fees and expenses have not been previously paid.

178. “Professional Fee Escrow” means an account, which may be interest-bearing, funded by the Debtors with Cash prior to the Effective Date in an amount equal to the Professional Fee Escrow Amount.

179. “Professional Fee Escrow Amount” means the aggregate amount of Professional Fee Claims and other unpaid fees and expenses that Professionals estimate in good faith they have incurred or will incur in rendering services to the Debtors prior to and as of the Effective Date,

which estimates Professionals shall deliver to the Debtors and the Ad Hoc Group Advisors as set forth in Article II.D.3.

180. “Proof of Claim” means a written proof of Claim Filed against any of the Debtors in the Chapter 11 Cases.

181. “Recognition Orders” means the Confirmation Recognition Order, the Interim DIP Recognition Order, the Final DIP Recognition Order, the Initial Recognition Order and the Supplemental Order.

182. “Reinstate,” “Reinstated,” or “Reinstatement” means with respect to Claims and Interests, that the Claim or Interest shall be rendered Unimpaired in accordance with section 1124 of the Bankruptcy Code.

183. “Released Parties” means, each of, and in each case in its capacity as such: (a) each Debtor; (b) each Reorganized Debtor; (c) each Consenting Stakeholder; (d) each Prepetition Agent; (e) each DIP Lender; (f) each DIP Backstop Party; (g) the DIP Agent; (h) the Exit Term Loan Facility Agent; (i) the Exit Term Loan Lenders; (j) the Senior Lien Financing Litigation Parties, (k) the Junior Lien Financing Litigation Parties; (l) all Holders of Claims that vote to accept the Plan or that are deemed to accept the Plan who do not affirmatively opt out of the releases provided by the Plan by checking the box on the applicable notice of non-voting status indicating that they opt not to grant the releases provided in the Plan; (m) all Holders of Claims that abstain from voting on the Plan and who do not affirmatively opt out of the releases provided by the Plan by checking the box on the applicable ballot indicating that they opt not to grant the releases provided in the Plan; (n) all Holders of Claims or Interests that vote to reject the Plan or are deemed to reject the Plan and who do not affirmatively opt out of the releases provided by the Plan by checking the box on the applicable ballot or notice of non-voting status indicating that they opt not to grant the releases provided in the Plan; (o) the Information Officer and counsel to the Information Officer (p) with respect to each of the Entities in the foregoing clauses (a) through (o), each such Entity’s current and former Affiliates (regardless of whether such interests are held directly or indirectly); (q) with respect to each of the Entities in the foregoing clauses (a) through (o), each such Entity’s current and former predecessors, participants, successors, assigns, subsidiaries, direct and indirect equityholders, interest holders, limited partners, co-investors, funds (including affiliated investment funds or investment vehicles), portfolio companies, and management companies; and (r) with respect to each of the Entities in the foregoing clauses (a) through (q), each such Entity’s current and former directors, officers, managers, members, principals, partners, employees, independent contractors, agents, representatives, managed accounts or funds (including any beneficial holders for the account of whom such funds are managed), management companies, fund advisors, investment advisors, advisory board members, financial advisors, partners (including both general and limited partners), consultants, financial advisors, attorneys, accountants, investment bankers, and other professionals; *provided*, that, in each case, an Entity shall not be a Releasing Party if it elects to opt out of the releases contained in this Plan, if permitted to opt out.

184. “Releasing Parties” means, each of, and in each case in its capacity as such: (a) each Debtor; (b) each Reorganized Debtor; (c) each Consenting Stakeholder; (d) each Prepetition

Agent; (e) each DIP Lender; (f) each DIP Backstop Party; (g) the DIP Agent; (h) the Exit Term Loan Facility Agent; (i) the Exit Term Loan Lenders; (j) all Holders of Claims that receive a ballot and vote to accept the Plan or that are deemed to accept the Plan and receive the notice of non-voting status and, in each case, who do not affirmatively opt out of the releases provided by the Plan by checking the box on the applicable notice of non-voting status indicating that they opt not to grant the releases provided in the Plan; (k) all Holders of Claims that receive a ballot and abstain from voting on the Plan and who do not affirmatively opt out of the releases provided by the Plan by checking the box on the applicable ballot indicating that they opt not to grant the releases provided in the Plan; and (l) all Holders of Claims or Interests that receive a ballot and vote to reject the Plan or are deemed to reject the Plan and receive a notice of non-voting status and, in each case, who do not affirmatively opt out of the releases provided by the Plan by checking the box on the applicable ballot or notice of non-voting status indicating that they opt not to grant the releases provided in the Plan.

185. “Reorganized Debtors” means each of the Debtors or any successor or assignee thereto, by merger, consolidation, reorganization, or otherwise, as reorganized on the Effective Date in accordance with this Plan.

186. “Reorganized Mitel” means Mitel Networks (International) Limited or any successor or assignee thereto, by merger, consolidation, reorganization, or otherwise, as reorganized on the Effective Date in accordance with this Plan, or, if so determined by the Debtors, with the consent of the Required Consenting Senior Lenders, and set forth in the Restructuring Transactions Memorandum, a new Entity or other existing Debtor Entity.

187. “Required Consenting Senior Lenders” means, as of the relevant date, Initial Consenting Senior Lenders holding at least a majority of the Senior Loan Claims that are held by Initial Consenting Senior Lenders at the relevant time.

188. “Restructuring Expenses” means all reasonable and documented fees and expenses incurred by each of (a) the Ad Hoc Group (including the reasonable fees and expenses of the Ad Hoc Group Advisors), (b) the Consenting ABL Lender Advisors, (c) the Consenting Junior Lenders’ Advisor (solely in the form of the Consenting Junior Lenders’ Fee Consideration) and (d) the Junior Collateral Agent, and (e) all parties whose fees and expenses are entitled to be paid under the DIP Orders, in each case in connection with the negotiation and/or implementation of the Restructuring Transactions; *provided*, that (i) the Consenting Junior Lenders’ Fee Consideration shall not be payable unless each initial Consenting Junior Lender remains a Consenting Junior Lender as of the Effective Date, and (ii) the Junior Collateral Agent’s reasonable and documented fees and expenses shall only be payable by the Debtors (x) in an amount not to exceed \$30,000 in the aggregate, and (y) so long as each initial Consenting Junior Lender remains a Consenting Junior Lender as of the Effective Date.

189. “Restructuring Support Agreement” means that certain Restructuring Support Agreement, dated as of March 9, 2025, by and among the Company Parties and the Consenting Stakeholders, including all exhibits and attachments thereto, and as amended, restated, and supplemented from time to time in accordance with its terms.

190. “Restructuring Transactions” means the transactions described in Article IV.C.
191. “Restructuring Transactions Memorandum” means, if necessary, the summary of transaction steps to complete the Restructuring Transactions contemplated by this Plan, which may be included in the Plan Supplement and which shall be in form and substance acceptable to the Debtors and the Required Consenting Senior Lenders.
192. “Rules” means Rule 501(a)(1), (2), (3), and (7) of the Securities Act.
193. “Schedule of Retained Causes of Action” means the schedule of certain Causes of Action of the Debtors that are not released, waived, or transferred pursuant to the Plan, as the same may be amended, modified, or supplemented from time to time.
194. “Scheduling Motion” means the motion filed with the Bankruptcy Court seeking entry of the Scheduling Order, together with any other pleadings or documents to be filed with the Bankruptcy Court in support of such motion.
195. “Scheduling Order” means the order of the Bankruptcy Court setting the date of the Confirmation Hearing and granting related relief.
196. “Second Lien Credit Agreement” means that certain *Second Lien Credit Agreement*, dated as of October 18, 2022 (as amended pursuant to that certain *Amendment No. 1*, dated as of November 18, 2022, and as subsequently amended, restated, modified, or supplemented from time to time in accordance with its terms), by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, MLN US HoldCo LLC, as Borrower, the Senior Collateral Agent, as administrative agent and collateral agent, and the other parties thereto from time to time, and all ancillary documents, exhibits, and schedules.
197. “Second Lien Term Loans” means the loans outstanding incurred under the Second Lien Credit Agreement.
198. “Second Lien Term Loan Claim” means any Claim on account of Second Lien Term Loans or otherwise arising under the Second Lien Credit Agreement.
199. “Second Lien Term Loan Deficiency Claim” means any Second Lien Term Loan Claim that is not Secured, which shall include all Second Lien Term Loan Claims.
200. “Secured” means any Claim or portion thereof to the extent (a) secured by a lien on property in which the Debtors have an interest, which lien is valid, perfected, and enforceable pursuant to applicable law or by reason of a Final Order of the Bankruptcy Court, or that is subject to setoff pursuant to section 553 of the Bankruptcy Code, to the extent of the value of the interest of the holder of such Claim in the Debtors’ interest in such property or to the extent of the amount subject to setoff, as applicable, as determined pursuant to section 506(a) and any other applicable provision of the Bankruptcy Code or (b) Allowed, pursuant to the Plan or a Final Order of the Bankruptcy Court, as a secured Claim.

201. “Security” means a security as defined in section 2(a)(1) of the Securities Act.
202. “Securities Act” means the Securities Act of 1933, as amended.
203. “Senior Collateral Agent” means Wilmington Savings Fund Society, FSB, in its capacity as successor administrative agent and collateral agent under each of the Senior Credit Agreements, and any successor agent thereto.
204. “Senior Credit Agreements” means the Priority Lien Credit Agreement, the Priority Lien Incremental Assumption Agreement, the Second Lien Credit Agreement, and the Third Lien Credit Agreement.
205. “Senior Lien Financing Litigation Parties” means (i) the Ad Hoc Group and each individual member thereof and its affiliated funds, and (ii) each other current or former lender or agent under the Prepetition Credit Agreements that is a defendant in the Financing Litigation Proceedings.
206. “Senior Loan Claims” means, collectively, the Priority Lien Claims, the Second Lien Term Loan Claims, and the Third Lien Term Loan Claims.
207. “Specified Guarantee” means any claims, guarantees, Liens, pledges, or other security interests held by any Holders of Senior Loan Claims or Junior Loan Claims under the Prepetition Credit Agreements against any Specified Subsidiary.
208. “Specified Subsidiary” means any Non-Debtor Affiliate that is a borrower or guarantor under the Prepetition Credit Agreements.
209. “Solicitation Materials” means any documents, forms, ballots, notices, and other materials provided in connection with the solicitation of votes on the Plan pursuant to sections 1125 and 1126 of the Bankruptcy Code, and any procedures established by the Bankruptcy Court with respect to solicitation of votes on the Plan.
210. “Swiss ABL Loans” means the loans outstanding under the Swiss ABL Loan Credit Agreement.
211. “Swiss ABL Loan Claim” means any Claim on account of the Swiss ABL Loans.
212. “Swiss ABL Loan Credit Agreement” means that certain *Term Loan Credit Agreement* (as may be further amended, restated, supplemented, waived, or otherwise modified from time to time) dated as of May 30, 2024, by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, Mitel Schweiz AG, as Borrower, U.S. Holdings, PCI, as administrative and collateral agent, and the other parties thereto from time to time, and all ancillary documents, exhibits, and schedules.
213. “Statutory Fees” means all fees the Debtors are obligated to pay pursuant to 28 U.S.C. § 1930(a)(6), together with interest, if any, pursuant to 31 U.S.C. § 3717.

214. “Supplemental Order” means an order of the CCAA Court, among other things, appointing the Information Officer in respect of the CCAA Proceeding.

215. “Third Lien Credit Agreement” means that certain *Third Lien Credit Agreement*, dated as of October 18, 2022 (as amended pursuant to (a) that certain *Amendment No. 1*, dated as of November 18, 2022, (b) the Third Lien Incremental Assumption Agreement, and (c) as may be subsequently amended, restated, modified, or supplemented from time to time in accordance with its terms), by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, MLN US HoldCo LLC, as Borrower, the Senior Collateral Agent, as administrative and collateral agent, and the other parties thereto from time to time, and all ancillary documents, exhibits, and schedules.

216. “Third Lien Incremental Assumption Agreement” means that certain *Incremental Assumption Agreement* (as may be further amended, restated, supplemented, waived, or otherwise modified from time to time) dated as of March 9, 2023, by and among MLN TopCo, as Holdings, Mitel Networks (International) Limited, as Intermediate Holdings, MLN US TopCo, Inc. as U.S. Holdings, MLN US HoldCo LLC, as Borrower, the Senior Collateral Agent, as administrative and collateral agent, and the other parties thereto from time to time, and all ancillary documents, exhibits, and schedules.

217. “Third Lien Term Loans” means the loans outstanding under the Third Lien Credit Agreement.

218. “Third Lien Term Loan Claim” means any Claim on account of Third Lien Term Loans or otherwise arising under the Third Lien Credit Agreement.

219. “Third Lien Term Loan Deficiency Claim” means any Third Lien Term Loan Claim that is not Secured, which shall include all Third Lien Term Loan Claims.

220. “Third-Party Release” means the releases set forth at Article VIII.D of the Plan.

221. “Tranche A-1 Term Loans” means new money exit term loans in an aggregate principal amount equal to \$20 million under the Tranche A-1 Term Loan Facility.

222. “Tranche A-1 Term Loan Backstop Parties” means the Exit Creditors that have agreed to acquire Tranche A-1 Term Loans from the Funding Commitment Party on the terms and conditions set forth in the Commitment Letter (all capitalized terms used within this definition of “Tranche A-1 Term Loan Backstop Parties” that are not defined herein shall have the meanings ascribed to such terms in the Commitment Letter).

223. “Tranche A-1 Term Loan Backstop Premium” means a premium equal to 10.0% of the aggregate shares of the New Common Equity, subject to dilution only by the MIP, which shall be issued on the Effective Date to be shared ratably among the Tranche A-1 Term Loan Backstop Parties based on their agreement to acquire the Tranche A-1 Term Loans.

224. “Tranche A-1 Term Loan Facility” means the facility pursuant to which the Tranche A-1 Term Loans are issued.

225. “Tranche A-1 Term Loan Lenders” means the lenders of Tranche A-1 Term Loans under the Tranche A-1 Term Loan Facility.

226. “Tranche A-2 Term Loans” means new money exit term loans in an aggregate amount equal to \$123.9 million, comprising (i) converted DIP New Money Term Loans (inclusive of the DIP Upfront Premium and the DIP Backstop Premium), (ii) New Money Tranche A-2 Term Loans (inclusive of the Tranche A-2 Term Loan Backstop Premium), and (iii) the Incremental Tranche A-2 Term Loans.

227. “Tranche A-2 Term Loan Backstop Parties” means the Exit Creditors that have agreed to acquire Tranche A-2 Term Loans from the Funding Commitment Party on the terms and conditions set forth in the Commitment Letter (all capitalized terms used within this definition of “Tranche A-2 Term Loan Backstop Parties” that are not defined herein shall have the meanings ascribed to such terms in the Commitment Letter).

228. “Tranche A-2 Term Loan Backstop Premium” means a premium payable to the Tranche A-2 Term Loan Backstop Parties in accordance with the share of New Money Tranche A-2 Term Loans backstopped by each such Tranche A-2 Term Loan Backstop Party, in a total amount equal to 15.0% of the aggregate principal amount of New Money Tranche A-2 Term Loans, which premium shall be paid on the Effective Date in the form of an equivalent amount of Tranche A-2 Term Loans; *provided*, that, for the avoidance of doubt, no Tranche A-2 Term Loan Backstop Premium will be issued on account of converted DIP New Money Term Loans or Incremental Tranche A-2 Term Loans.

229. “Tranche A-2 Term Loan Facility” means the facility pursuant to which the Tranche A-2 Term Loans are issued.

230. “Tranche A-2 Term Loan Funding Premium” means a funding premium equal to 30.4% of the aggregate shares of the New Common Equity, subject to dilution only by the MIP Equity Pool, which shall be issued on the Effective Date to the Tranche A-2 Term Loan Lenders on a pro rata basis in accordance with the share of New Money Tranche A-2 Term Loans funded by each such Tranche A-2 Term Loan Lender; *provided*, that, for the avoidance of doubt, no Tranche A-2 Term Loan Funding Premium will be issued on account of converted DIP New Money Term Loans or Incremental Tranche A-2 Term Loans.

231. “Tranche A-2 Term Loan Lenders” means the lenders of Tranche A-2 Term Loans issued from time to time under the Tranche A-2 Term Loan Facility.

232. “Unexpired Lease” means a lease to which one or more of the Debtors is a party and that is subject to assumption or rejection under sections 365 or 1123 of the Bankruptcy Code, including any modifications, amendments, addenda, or supplements thereto or restatements thereof.

233. “U.S. Trustee” means the United States Trustee for the Southern District of Texas (Region 7).

234. “Unimpaired” means, with respect to a Class of Claims or Interests, a Class of Claims or Interests that is unimpaired within the meaning of section 1124 of the Bankruptcy Code.

B. *Rules of Interpretation*

For purposes of this Plan: (a) each term, whether stated in the singular or the plural, shall include both the singular and the plural, and pronouns stated in the masculine, feminine, or neuter gender shall include the masculine, feminine, and neuter genders; (b) capitalized terms defined only in the plural or singular form shall nonetheless have their defined meanings when used in the opposite form; (c) unless otherwise specified, any reference herein to a contract, lease, instrument, release, indenture, or other agreement or document being in a particular form or on particular terms and conditions means that such document shall be substantially in such form or substantially on such terms and conditions; (d) unless otherwise specified, any reference herein to an existing document, schedule, or exhibit shall mean such document, schedule, or exhibit, as it may have been or may be amended, restated, supplemented, or otherwise modified from time to time; (e) unless otherwise specified, all references herein to “Articles” are references to Articles of this Plan; (f) unless otherwise stated, the words “herein,” “hereof,” and “hereto” refer to this Plan in its entirety rather than to a particular portion of this Plan; (g) captions and headings to Articles are inserted for convenience of reference only and are not intended to be a part of or to affect the interpretation hereof; (h) the words “include” and “including,” and variations thereof, shall not be deemed to be terms of limitation, and shall be deemed to be followed by the words “without limitation”; (i) unless otherwise specified herein, the rules of construction set forth in section 102 of the Bankruptcy Code shall apply; (j) any term used in capitalized form herein that is not otherwise defined, but that is used in the Bankruptcy Code or the Bankruptcy Rules, has the meaning assigned to that term in the Bankruptcy Code or the Bankruptcy Rules, as the case may be; (k) all references to statutes, regulations, Orders, rules of courts, and the like shall mean such statutes, regulations, Orders, rules of courts, and the like as amended from time to time, and as applicable to the Chapter 11 Cases, unless otherwise stated; (l) any reference to an Entity as a Holder of a Claim or Interest includes that Entity’s successors, transferees and assigns; (m) any effectuating provisions may be interpreted by the Reorganized Debtors in a manner consistent with the overall purpose and intent of this Plan or the Confirmation Order, all without further notice to or action, Order, or approval of the Bankruptcy Court or any other Entity, subject to the consent of the Required Consenting Senior Lenders, and such interpretation shall control in all respects; (n) except as otherwise provided, any references to the Effective Date shall mean on the Effective Date or as soon as reasonably practicable thereafter; (o) all references to docket numbers of documents Filed in the Chapter 11 Cases are references to the docket numbers under the Bankruptcy Court’s CM/ECF system; (p) unless otherwise specified, all references herein to exhibits are references to exhibits in the Plan Supplement; (q) all references herein to consent, acceptance, or approval shall be deemed to include the requirement that such consent, acceptance, or approval be evidenced by a writing, which may be conveyed by counsel for the respective parties that have such consent, acceptance, or approval rights, including by electronic mail; (r) subject to the provisions of any contract, certificate of incorporation, bylaw, instrument, release, or other agreement or document entered into in connection with the Plan, the rights and obligations arising pursuant to the Plan shall be governed by, and construed and enforced in accordance with applicable federal law, including the Bankruptcy Code and Bankruptcy Rules; and (s) unless otherwise specified, any reference herein to the Plan or any provision thereof shall mean the Plan

as it may have been or may be amended, restated, supplemented, or otherwise modified by the Confirmation Order.

C. *Computation of Time*

Unless otherwise specifically stated herein, the provisions of Bankruptcy Rule 9006(a) shall apply in computing any period of time prescribed or allowed herein. If any payment, distribution, act, or deadline under the Plan is required to be made or performed or occurs on a day that is not a Business Day, then the making of such payment or distribution, the performance of such act, or the occurrence of such deadline shall be deemed to be on the next succeeding Business Day, but shall be deemed to have been completed or to have occurred as of the required date.

D. *Governing Laws*

Unless a rule of law or procedure is supplied by federal law (including the Bankruptcy Code and Bankruptcy Rules) or unless otherwise specifically stated herein (including in the Plan Supplement), the laws of the State of New York, without giving effect to the principles of conflicts of law (except for section 5-1401 and 5-1402 of the General Obligations Law of the State of New York), shall govern the rights, obligations, construction, and implementation of this Plan and the Confirmation Order, any agreements, documents, instruments, or contracts executed or entered into in connection with this Plan or the Confirmation Order (except as otherwise set forth in those agreements, in which case the governing law of such agreement shall control); *provided, however*, that corporate or limited liability company governance matters relating to the Debtors or the Reorganized Debtors, as applicable, shall be governed by the laws of the state or jurisdiction of incorporation or formation (as applicable) of the applicable Debtor or Reorganized Debtor; *provided*, further, that the CCAA Proceeding shall be governed by the CCAA and the provincial and federal laws of Canada applicable therein and the foregoing shall not restrict the ability of the CCAA Court to address matters with respect to the CCAA Proceeding.

E. *Reference to Monetary Figures*

All references in this Plan to monetary figures shall refer to the legal tender of the United States of America, unless otherwise expressly provided.

F. *Reference to the Debtors or the Reorganized Debtors*

Except as otherwise specifically provided in this Plan or the Confirmation Order to the contrary, references in this Plan or the Confirmation Order to the Debtors or the Reorganized Debtors shall mean the Debtors and the Reorganized Debtors, as applicable, to the extent the context requires.

G. *Controlling Document*

In the event of an inconsistency between this Plan and the Disclosure Statement, the terms of this Plan shall control in all respects. In the event of an inconsistency between this Plan and the Plan Supplement, the terms of the relevant document in the Plan Supplement shall control (unless otherwise provided in such Plan Supplement document or in the Confirmation Order). In the event

of an inconsistency between the Confirmation Order and this Plan, the Disclosure Statement, or the Plan Supplement, the Confirmation Order shall control.

H. *Consent Rights*

Notwithstanding anything herein to the contrary, any and all consultation, information, notice, and consent rights set forth in the Restructuring Support Agreement, the DIP Orders, the DIP Recognition Orders, or any Definitive Document with respect to the form and substance of the Plan, the Plan Supplement, and all other Definitive Documents, including any amendments, restatements, supplements, or other modifications to such documents, and any consents, waivers, or other deviations under or from any such documents, shall be incorporated herein by this reference (including to the applicable definitions in Article I.A and to Articles V.E and V.F) and fully enforceable as if stated in full herein.

ARTICLE II. ADMINISTRATIVE, PRIORITY CLAIMS, AND STATUTORY FEES

In accordance with section 1123(a)(1) of the Bankruptcy Code, Administrative Claims, DIP Claims, Professional Fee Claims, and Priority Tax Claims have not been classified and, thus, are excluded from the Classes of Claims and Interests set forth in Article III.

A. *Administrative Claims*

Unless otherwise agreed to by the Holder of an Allowed Administrative Claim and the Debtors (with the consent of the Required Consenting Senior Lenders) or the Reorganized Debtors, as applicable, or otherwise provided for under the Plan, to the extent an Allowed Administrative Claim has not already been paid in full or otherwise satisfied during the Chapter 11 Cases, each Holder of an Allowed Administrative Claim (other than Holders of Professional Fee Claims and Claims for fees and expenses pursuant to section 1930 of chapter 123 of the Judicial Code) shall be paid in full in Cash an amount of Cash equal to the amount of the unpaid portion of such Allowed Administrative Claim in full and final satisfaction, compromise, settlement, release, and discharge of such Administrative Claim in accordance with the following: (1) if such Administrative Claim is Allowed on or prior to the Effective Date, on the Effective Date, or as soon as reasonably practicable thereafter (or, if not then due, when such Allowed Administrative Claim is due or as soon as reasonably practicable thereafter); (2) if such Administrative Claim is not Allowed on or prior to the Effective Date, the first Business Day after the date that is thirty days after the date such Administrative Claim is Allowed, or as soon as reasonably practicable thereafter; (3) if such Allowed Administrative Claim is based on liabilities incurred by the Debtors in the ordinary course of their business, in accordance with the terms and conditions of the particular transaction or course of business giving rise to such Allowed Administrative Claim; (4) at such time and upon such terms as may be agreed upon by the Holder of such Allowed Administrative Claim and the Debtors or the Reorganized Debtors, as applicable; or (5) at such time and upon such terms as set forth in a Final Order of the Bankruptcy Court.

B. *DIP Claims*

1. Allowance of DIP Claims

All DIP Claims shall be deemed Allowed as of the Effective Date in an amount equal to the aggregate amount of the DIP Obligations (as defined in the DIP Order), including (i) the principal amount outstanding under the DIP Facility on such date; (ii) all interest accrued and unpaid thereon through and including the date of payment; and (iii) all accrued and unpaid fees, premiums, expenses, and indemnification obligations payable under the DIP Documents. For the avoidance of doubt, the DIP Claims shall not be subject to any avoidance, reduction, setoff, recoupment, recharacterization, subordination (equitable or contractual or otherwise), counterclaim, defense, disallowance, impairment, objection, or any challenges under applicable law or regulation.

2. Treatment of DIP Claims

Except to the extent that a Holder of an Allowed DIP Claim and the Debtors (with the consent of the Required Consenting Senior Lenders) have agreed in writing to a less favorable treatment, in exchange for full and final satisfaction, settlement, release, and the discharge of each DIP Claim, each Holder of a DIP Claim shall receive, on the Effective Date: (a) on account of the portion of such Holder's Allowed DIP Claim that constitutes an Allowed DIP New Money Term Loan Claim, its Pro Rata share of the Tranche A-2 Term Loans (excluding the New Money Tranche A-2 Term Loans and any Incremental Tranche A-2 Term Loans), and (b) on account of the portion of such Holder's Allowed DIP Claim that constitutes an Allowed DIP Roll-Up Term Loan Claim, its Pro Rata share of the DIP Equitization Shares. All Holders of DIP Claims have consented to their treatment under this Plan pursuant to the terms of the Restructuring Support Agreement and the applicable DIP Documents.

3. Release of Liens and Discharge of Obligations

Contemporaneously with the effectuation of the final of the foregoing payments, terminations, or otherwise, the DIP Facility shall be deemed canceled, all commitments under the DIP Documents shall be deemed terminated, all Liens on property of the Debtors or the Reorganized Debtors, as applicable, arising out of or related to the DIP Facility shall automatically terminate, all collateral subject to such Liens shall be automatically released, and all guarantees of the Debtors or the Reorganized Debtors arising out of or related to the DIP Claims shall be automatically discharged and released, in each case without further action by the DIP Agent or the DIP Lenders. Upon the reasonable request of the Debtors or the Reorganized Debtors, as applicable, and at the Debtors' or Reorganized Debtors', as applicable, sole cost and expense, the DIP Agent or the DIP Lenders shall take all actions to effectuate and confirm such termination, release, and discharge. The Debtors or the Reorganized Debtors as applicable, shall also be authorized to make any such filings contemplated by the foregoing sentence on behalf of the DIP Agent and/or the DIP Lenders, at the sole cost and expense of the Debtors or Reorganized Debtors, as applicable, and the DIP Agent and the DIP Lenders shall have no liabilities related thereto. Notwithstanding anything to the contrary in the Plan or the Confirmation Order, the DIP Facility and the DIP Documents shall continue in full force and effect (other than, for the avoidance of

doubt, any Liens or other security interests terminated pursuant to this paragraph) after the Effective Date with respect to any unsatisfied or contingent obligations thereunder, as applicable, including those provisions relating to the rights of the DIP Agent and the other DIP Lenders to expense reimbursement, indemnification, and other similar amounts (either from the Debtors (which rights shall be fully enforceable against the Debtors or Reorganized Debtors, as applicable) or the DIP Lenders) and any provisions that may survive termination or maturity of the DIP Facility in accordance with the terms thereof.

C. *Restructuring Expenses*

The Restructuring Expenses incurred, or estimated to be incurred, up to and including the Effective Date shall be paid in full in Cash on the Effective Date (to the extent not previously paid during the course of the Chapter 11 Cases on the dates on which such amounts would be required to be paid under the DIP Credit Agreement, the DIP Orders, or the Restructuring Support Agreement) without the requirement to file a fee application with the Bankruptcy Court, without the need for time detail, and without any requirement for review or approval by the Bankruptcy Court or any other party. All Restructuring Expenses to be paid on the Effective Date shall be estimated prior to and as of the Effective Date and such estimates shall be delivered to the Debtors at least two Business Days before the anticipated Effective Date; *provided*, that such estimates shall not be considered to be admissions or limitations with respect to such Restructuring Expenses. In addition, the Debtors and the Reorganized Debtors (as applicable) shall continue to pay, when due, pre- and post-Effective Date Restructuring Expenses, whether incurred before, on, or after the Effective Date. Any Restructuring Expenses that constitute DIP Obligations are entitled to all rights and protections of other DIP Obligations. Pursuant to the Plan Settlement (defined below), the Consenting Junior Lenders' Fee Consideration shall be paid and/or distributed to the Junior Lien Financing Litigation Parties (or their designee(s)) on the Effective Date.

D. *Professional Fee Claims*

1. Professional Fee Escrow

As soon as reasonably practicable after the Confirmation Date, and no later than one Business Day prior to the Effective Date, the Debtors shall establish the Professional Fee Escrow. On the Effective Date, the Debtors or Reorganized Debtors, as applicable, shall fund the Professional Fee Escrow with Cash equal to the Professional Fee Escrow Amount, which funds shall come from the Debtors' general funds available as of the Effective Date. The Professional Fee Escrow shall be maintained in trust for the Professionals and for no other Entities until all Allowed Professional Fee Claims have been irrevocably paid in full to the Professionals pursuant to one or more Final Orders of the Bankruptcy Court. No Liens, Claims, or interests shall encumber the Professional Fee Escrow or Cash held on account of the Professional Fee Escrow in any way. Such funds shall not be considered property of the Estates, the Debtors, or the Reorganized Debtors, subject to the release of Cash to the Reorganized Debtors from the Professional Fee Escrow in accordance with Article II.D.2; *provided, however*, that the Reorganized Debtors shall have a reversionary interest in the excess, if any, of the amount of the Professional Fee Escrow over the aggregate amount of Allowed Professional Fee Claims of the Professionals to be paid from the Professional Fee Escrow. When such Allowed Professional Fee

Claims have been paid in full, any remaining amount in the Professional Fee Escrow shall promptly be paid to the Reorganized Debtors without any further action or Order of the Bankruptcy Court.

2. Final Fee Applications and Payment of Professional Fee Claims

All final requests for payment of Professional Fee Claims incurred during the period from the Petition Date through the Effective Date shall be Filed no later than forty-five (45) calendar days after the Effective Date. After notice (and opportunity for objections) and a hearing, if necessary, in accordance with the procedures established by the Bankruptcy Code, Bankruptcy Rules, and prior Bankruptcy Court Orders, the Allowed amounts of such Professional Fee Claims shall be determined by the Bankruptcy Court. The Reorganized Debtors shall pay Professional Fee Claims in Cash in the amount the Bankruptcy Court allows from the Professional Fee Escrow Account, after taking into account any prior payments to and retainers held by such Professionals, as soon as reasonably practicable following the date when such Professional Fee Claims are Allowed by entry of an Order of the Bankruptcy Court.

To the extent that funds held in the Professional Fee Escrow are unable to satisfy the amount of Allowed Professional Fee Claims owing to the Professionals, each Professional shall have an Allowed Administrative Claim for any such deficiency, which shall be satisfied by the Reorganized Debtors in the ordinary course of business in accordance with Article II.A. After all Allowed Professional Fee Claims have been paid in full, the escrow agent shall promptly return any excess amounts held in the Professional Fee Escrow, if any, to the Reorganized Debtors, without any further action or Order of the Bankruptcy Court.

3. Estimation of Fees and Expenses

To receive payment for unbilled fees and expenses incurred through the Effective Date, the Professionals shall reasonably estimate their Professional Fee Claims through and including the Effective Date, and shall deliver such estimate to the Debtors and the Ad Hoc Group Advisors (and consult with the Ad Hoc Group Advisors regarding such estimate) no later than three days prior to the anticipated Effective Date; *provided, however*, that such estimate shall not be considered a representation with respect to the fees and expenses of such Professional, and Professionals are not bound to any extent by the estimates; *provided*, further, that the Required Consenting Senior Lenders' rights with respect to such estimate shall be reserved. If any of the Professionals fails to provide an estimate or does not provide a timely estimate, the Debtors may estimate the unbilled fees and expenses of such Professional. The total amount so estimated shall be utilized by the Debtors to determine the Professional Fee Escrow Amount.

4. Post-Effective Date Fees and Expenses

Except as otherwise specifically provided in this Plan or the Confirmation Order, from and after the Effective Date, the Reorganized Debtors shall, in the ordinary course of business and without any further notice to or action, Order, or approval of the Bankruptcy Court, pay in Cash the reasonable and documented legal, professional, or other fees and expenses incurred by the Debtors or the Reorganized Debtors. Upon the Effective Date, any requirement that Professionals comply with sections 327 through 331, 363, and 1103 of the Bankruptcy Code, or any Order of the Bankruptcy Court governing the retention or compensation of Professionals in seeking

retention or compensation for services rendered after such date shall terminate, and the Reorganized Debtors may employ and pay any Professionals in the ordinary course of business without any further notice to or action, Order, or approval of the Bankruptcy Court. For the avoidance of doubt, nothing in the foregoing or otherwise in the Plan shall modify or affect the Debtors' obligations under the DIP Orders and the DIP Recognition Orders, including in respect of the Approved Budget (as defined in the DIP Orders), prior to the Effective Date.

E. *Priority Tax Claims*

Except to the extent that a Holder of an Allowed Priority Tax Claim and the Debtors (with the consent of the Required Consenting Senior Lenders) agree to a less favorable treatment, in full and final satisfaction, compromise, settlement, release, and discharge of, and in exchange for, each Allowed Priority Tax Claim, each Holder of such Allowed Priority Tax Claim shall receive treatment in a manner consistent with section 1129(a)(9)(C) of the Bankruptcy Code. To the extent any Allowed Priority Tax Claim is not due and owing on the Effective Date, such Claim shall be paid in accordance with the terms of any agreement between the Debtors and the Holder of such Claim, or as may be due and payable under applicable non-bankruptcy law, or in the ordinary course of business by the Reorganized Debtors.

**ARTICLE III.
CLASSIFICATION AND TREATMENT OF CLAIMS AND INTERESTS**

A. *Classification in General*

Except for the Claims addressed in Article II hereof, all Claims and Interests are classified in the Classes set forth below for all purposes, including voting, Confirmation, and distributions pursuant to this Plan and in accordance with sections 1122 and 1123(a)(1) of the Bankruptcy Code. A Claim or an Interest is classified in a particular Class only to the extent that such Claim or Interest qualifies within the description of that Class and is classified in other Classes to the extent that any portion of such Claim or Interest qualifies within the description of such other Classes. A Claim or an Interest is also classified in a particular Class for the purpose of receiving distributions pursuant to this Plan, but only to the extent that such Claim or Interest is an Allowed Claim or Allowed Interest in that Class and has not been paid, released, or otherwise satisfied prior to the Effective Date.

B. *Formation of Debtor Groups for Convenience Only*

This Plan is a separate plan of reorganization for each Debtor. This Plan groups the Debtors together solely for the purpose of describing treatment under this Plan, Confirmation of this Plan, and making Plan distributions in respect of Claims against and Interests in the Debtors under this Plan. Such groupings shall not affect any Debtor's status as a separate legal entity, change the organizational structure of the Debtors' business enterprise, constitute a change of control of any Debtor for any purpose, cause a merger or consolidation of any legal entities, or cause the transfer of any assets. Except as otherwise provided by or permitted under this Plan, all Debtors shall continue to exist as separate legal entities. The Plan is not premised on, and does not provide for, the substantive consolidation of the Debtors with respect to the Classes of Claims or Interests set forth in the Plan, or otherwise.

C. *Summary of Classification*

The classification of Claims against and Interests in each Debtor (as applicable) pursuant to this Plan is as set forth below. All of the potential Classes for the Debtors are set forth herein. Certain of the Debtors may not have Holders of Claims or Interests in a particular Class or Classes, and such Classes shall be treated as set forth in Article III.H.

The following chart summarizes the classification of Claims and Interests pursuant to the Plan:²

Class	Claims and Interests	Status	Voting Rights
1	Other Secured Claims	Unimpaired	Not Entitled to Vote (Presumed to Accept)
2	Other Priority Claims	Unimpaired	Not Entitled to Vote (Presumed to Accept)
3	ABL Loan Claims	Impaired	Entitled to Vote
4	Priority Lien Claims	Impaired	Entitled to Vote
5	Non-Priority Lien Term Loan Deficiency Claims	Impaired	Entitled to Vote
6	General Unsecured Claims	Unimpaired	Not Entitled to Vote (Presumed to Accept)
7	Intercompany Claims	Unimpaired / Impaired	Not Entitled to Vote (Presumed to Accept / Deemed to Reject)
8	Intercompany Interests	Unimpaired / Impaired	Not Entitled to Vote (Presumed to Accept / Deemed to Reject)
9	Existing Mitel Interests	Impaired	Not Entitled to Vote (Deemed to Reject)

D. *Treatment of Claims and Interests*

Subject to Article IV hereof, each Holder of an Allowed Claim or Interest, as applicable, shall receive under the Plan the treatment described below in full and final satisfaction, compromise, settlement, release, and discharge of and in exchange for such Holder's Allowed Claim or Interest, except to the extent less favorable treatment is agreed to by the Debtors (with the consent of the Required Consenting Senior Lenders) or the Reorganized Debtors and the Holder of such Allowed Claim or Interest. Unless otherwise indicated, the Holder of an Allowed Claim or Interest shall receive such treatment on the later of the Effective Date and the date such Holder's Claim or Interest becomes an Allowed Claim or Interest or as soon as reasonably practicable thereafter.

1. Class 1 – Other Secured Claims

- a. *Classification:* Class 1 consists of all Other Secured Claims.

² The information in the table is provided in summary form and is qualified in its entirety by Article III.D.

- b. *Treatment:* Each Holder of an Allowed Other Secured Claim shall receive, at the option of the Debtors (with the consent of the Required Consenting Senior Lenders) or Reorganized Debtors, as applicable:
 - i. payment in full in Cash of such Holder's Allowed Other Secured Claim;
 - ii. delivery of the collateral securing such Holder's Allowed Other Secured Claim;
 - iii. Reinstatement of such Holder's Allowed Other Secured Claim; or
 - iv. such other treatment rendering such Holder's Allowed Other Secured Claim Unimpaired in accordance with section 1124 of the Bankruptcy Code.
- c. *Voting:* Class 1 is Unimpaired under this Plan. Each Holder of an Other Secured Claim will be conclusively presumed to have accepted this Plan pursuant to section 1126(f) of the Bankruptcy Code. Therefore, each such Holder is not entitled to vote to accept or reject this Plan.

2. Class 2 – Other Priority Claims

- a. *Classification:* Class 2 consists of all Other Priority Claims.
- b. *Treatment:* Each Holder of an Allowed Other Priority Claim shall receive payment in full in Cash of such Holder's Allowed Other Priority Claim or such other treatment in a manner consistent with the provisions of section 1129(a)(9) of the Bankruptcy Code. Allowed Other Priority Claims that arise in the ordinary course of the Debtors' business and which are not due and payable on or before the Effective Date shall be paid in the ordinary course of business in accordance with the terms thereof.
- c. *Voting:* Class 2 is Unimpaired under this Plan. Each Holder of an Other Priority Claim will be conclusively presumed to have accepted this Plan pursuant to section 1126(f) of the Bankruptcy Code. Therefore, each such Holder is not entitled to vote to accept or reject this Plan.

3. Class 3 – ABL Loan Claims

- a. *Classification:* Class 3 consists of all ABL Loan Claims.
- b. *Allowance:* On the Effective Date, the ABL Loan Claims shall be Allowed in an aggregate amount of not less than \$17 million, representing the aggregate principal amount outstanding under the ABL Loan Credit Agreements, *plus* any accrued and unpaid interest, and all accrued and

unpaid fees and other expenses payable under the ABL Loan Credit Agreements.

- c. *Treatment:* On the Effective Date, as a component of the Plan Settlement, the Holders of the ABL Loan Claims shall waive any rights under the ABL Loan Credit Agreements triggered by the change of control effectuated by the Restructuring Transactions contemplated hereunder, and the ABL Loan Claims, and all Liens securing such ABL Loan Claims shall continue in full force and effect against the Reorganized Debtors on and after the Effective Date in accordance with the Amended and Restated ABL Loan Credit Agreements, and nothing in this Plan shall or shall be construed to release, discharge, relieve, limit or impair in any way the rights of any Holder of an ABL Loan Claim or any Lien securing any such claim, all of which shall be amended and restated by the Amended and Restated ABL Loan Credit Agreements, without offset, recoupment, reductions, or deductions of any kind, plus any accrued and unpaid interest payable on such amounts through the date that each Holder of an Allowed ABL Loan Claim receives the treatment provided under this Plan. In addition, the ABL Consent Fee shall be paid in full in cash to the Consenting ABL Lender on the Effective Date.
- d. *Voting:* Class 3 is Impaired under this Plan. Each Holder of an ABL Loan Claim will be entitled to vote to accept or reject this Plan.

4. Class 4 – Priority Lien Claims

- a. *Classification:* Class 4 consists of all Allowed Priority Lien Claims.
- b. *Allowance:* On the Effective Date, the Priority Lien Claims shall be Allowed in an aggregate amount of not less than \$157 million, representing the aggregate principal amount outstanding under the Priority Lien Credit Agreement, *plus* any accrued and unpaid interest, and all accrued and unpaid fees and other expenses payable under the Priority Lien Credit Agreement. For the avoidance of doubt, Allowed Priority Lien Claims in Class 4 shall exclude any Allowed DIP Roll-Up Term Loan Claims.
- c. *Treatment:* On the Effective Date, each Holder of an Allowed Priority Lien Claim shall receive its Pro Rata share of 66.7% of the New Common Equity, subject to dilution on account of any DIP Equitization Shares, any New Common Equity issued in connection with the Tranche A-1 Term Loan Backstop Premium, any New Common Equity issued in connection with the Tranche A-2 Term Loan Funding Premium, and the MIP Equity Pool.
- d. *Voting:* Class 4 is Impaired under this Plan. Each Holder of a Priority Lien Claim will be entitled to vote to accept or reject this Plan.

5. Class 5 – Non-Priority Lien Term Loan Deficiency Claims

- a. *Classification:* Class 5 consists of all Allowed Non-Priority Lien Term Loan Deficiency Claims.
- b. *Allowance:*
 - i. On the Effective Date, the Second Lien Term Loan Deficiency Claims shall be Allowed in an aggregate amount of not less than \$576 million, representing the aggregate principal amount outstanding under the Second Lien Credit Agreement, *plus* any accrued and unpaid interest, and all accrued and unpaid fees and other expenses payable under the Second Lien Credit Agreement.
 - ii. On the Effective Date, the Third Lien Term Loan Deficiency Claims shall be Allowed in an aggregate amount of not less than \$157 million, representing the aggregate principal amount outstanding under the Third Lien Credit Agreement, *plus* any accrued and unpaid interest, and all accrued and unpaid fees and other expenses payable under the Third Lien Credit Agreement and Third Lien Incremental Assumption Agreement.
 - iii. On the Effective Date, the Legacy Senior Term Loan Deficiency Claims shall be Allowed in an aggregate amount of not less than \$235 million, representing the aggregate principal amount outstanding under the Legacy Senior Credit Agreement, *plus* any accrued and unpaid interest, and all accrued and unpaid fees and other expenses payable under the Legacy Senior Credit Agreement.
 - iv. On the Effective Date, the Legacy Junior Term Loan Deficiency Claims shall be Allowed in an aggregate amount of not less than \$108 million, representing the aggregate principal amount outstanding under the Legacy Junior Credit Agreement, *plus* any accrued and unpaid interest, and all accrued and unpaid fees and other expenses payable under the Legacy Junior Credit Agreement.
- c. *Treatment:* On the Effective Date, each Holder of an Allowed Non-Priority Lien Term Loan Deficiency Claim shall receive its Pro Rata share of 33.3% of the New Common Equity, subject to dilution on account of any DIP Equitization Shares, any New Common Equity issued in connection with the Tranche A-1 Term Loan Backstop Premium, any New Common Equity issued in connection with the Tranche A-2 Term Loan Funding Premium, and the MIP Equity Pool.
- d. *Voting:* Class 5 is Impaired under this Plan. Each Holder of a Non-Priority Lien Term Loan Deficiency Claim will be entitled to vote to accept or reject this Plan.

6. Class 6 – General Unsecured Claims

- a. *Classification:* Class 6 consists of all General Unsecured Claims.
- b. *Treatment:* Except to the extent that a Holder of an Allowed General Unsecured Claim and the Debtors (with the consent of the Required Consenting Senior Lenders) agrees to a less favorable treatment on account of such Claim or such Claim has been paid or Disallowed by Final Order prior to the Effective Date, on and after the Effective Date, the Reorganized Debtors shall continue to pay or treat each Allowed General Unsecured Claim in the ordinary course of business as if the Chapter 11 Cases had never been commenced, subject to all claims, defenses, or disputes the Debtors and Reorganized Debtors may have with respect to such Claims, including as provided in 9 of the Plan; *provided*, that Lease Rejection Claims shall be paid in full on the Effective Date.
- c. *Voting:* Class 6 is Unimpaired under this Plan. Each Holder of a General Unsecured Claim will be conclusively presumed to have accepted this Plan pursuant to section 1126(f) of the Bankruptcy Code. Therefore, each such Holder is not entitled to vote to accept or reject this Plan.

7. Class 7 – Intercompany Claims

- a. *Classification:* Class 7 consists of all Intercompany Claims.
- b. *Treatment:* On the Effective Date, at the Debtors' election, each Holder of an Intercompany Claims shall have its Intercompany Claim Reinstated, or cancelled, released, and extinguished without any distribution.
- c. *Voting:* Class 7 is either deemed Unimpaired under this Plan, and each such Holder of an Intercompany Claim will be conclusively presumed to have accepted this Plan pursuant to section 1126(f) of the Bankruptcy Code, or is Impaired, and each such Holder of an Intercompany Claim is deemed to reject this Plan pursuant to section 1126(g) of the Bankruptcy Code. Therefore, each such Holder is not entitled to vote to accept or reject this Plan.

8. Class 8 – Intercompany Interests

- a. *Classification:* Class 8 consists of all Intercompany Interests.
- b. *Treatment:* On the Effective Date, at the Debtors' election, each Holder of an Intercompany Interest shall have its Intercompany Interest Reinstated, or cancelled, released, and extinguished without any distribution.
- c. *Voting:* Class 8 is either deemed Unimpaired under this Plan, and each such Holder of an Intercompany Interest will be conclusively presumed to have

accepted this Plan pursuant to section 1126(f) of the Bankruptcy Code, or is Impaired, and each such Holder of an Intercompany Interest is deemed to reject this Plan pursuant to section 1126(g) of the Bankruptcy Code. Therefore, each such Holder is not entitled to vote to accept or reject this Plan.

9. Class 9 – Existing Mitel Interests

- a. *Classification:* Class 9 consists of all Existing Mitel Interests.
- b. *Treatment:* On the Effective Date, each Holder of an Existing Mitel Interest shall have its Existing Mitel Interest cancelled, released, and extinguished without any distribution.
- c. *Voting:* Class 9 is Impaired under the Plan. Each Holder of an Existing Mitel Interest is deemed to reject this Plan pursuant to section 1126(g) of the Bankruptcy Code. Therefore, each such Holder is not entitled to vote to accept or reject this Plan.

E. *Confirmation Pursuant to Sections 1129(a)(10) and 1129(b) of the Bankruptcy Code*

Section 1129(a)(10) of the Bankruptcy Code shall be satisfied for purposes of Confirmation by acceptance of the Plan by at least one Impaired Class of Claims. The Debtors shall seek Confirmation of this Plan pursuant to section 1129(b) of the Bankruptcy Code with respect to any rejecting Class of Claims or Interests. The Debtors reserve the right (with the consent of the Required Consenting Senior Lenders) to modify this Plan in accordance with Article X to the extent, if any, that Confirmation pursuant to section 1129(b) of the Bankruptcy Code requires modification, including by modifying the treatment applicable to a Class of Claims or Interests to render such Class of Claims or Interests Unimpaired to the extent permitted by the Bankruptcy Code and the Bankruptcy Rules.

F. *No Substantive Consolidation*

Although this Plan is presented as a joint plan of reorganization for administrative purposes, this Plan does not provide for the substantive consolidation of the Debtors' Estates, and on the Effective Date, the Debtors' Estates shall not be deemed to be substantively consolidated for any reason. Except as expressly provided herein, nothing in this Plan, the Confirmation Order, or the Disclosure Statement shall constitute or be deemed to constitute a representation that any one or all of the Debtors is subject to or liable for any Claims or Interests against or in any other Debtor. A Claim or Interest against or in multiple Debtors will be treated as a separate Claim or Interest against or in each applicable Debtor's Estate for all purposes, including voting and distribution; *provided, however* that no Claim or Interest will receive value in excess of one hundred percent (100.0%) of the Allowed amount of such Claim (inclusive of post-petition interest, if applicable) or Interests under the Plan for all such Debtors.

G. *Special Provision Governing Unimpaired Claims or Interests*

Except as otherwise set forth in this Plan or the Confirmation Order, nothing shall affect the Debtors' or the Reorganized Debtors' rights in respect of any Unimpaired Claims or Interests, including all rights in respect of legal and equitable defenses to or setoffs or recoupment against any such Unimpaired Claims or Interests.

H. *Elimination of Vacant Classes*

Any Class of Claims or Interests that does not have a Holder of an Allowed Claim or Allowed Interest or a Claim or Interest temporarily Allowed by the Bankruptcy Court as of the date of the commencement of the Confirmation Hearing shall be considered vacant and deemed eliminated from this Plan for purposes of voting to accept or reject this Plan and for purposes of determining acceptance or rejection of this Plan by such Class pursuant to section 1129(a)(8) of the Bankruptcy Code.

I. *Acceptance by Impaired Classes*

An Impaired Class of Claims shall have accepted this Plan if, not counting the vote of any Holder designated under section 1126(e) of the Bankruptcy Code or any insider under section 101(31) of the Bankruptcy Code, (i) the Holders of at least two-thirds in amount of the Allowed Claims actually voting in the Class have voted to accept this Plan, and (ii) the Holders of more than one-half in number of the Allowed Claims actually voting in the Class have voted to accept this Plan.

J. *Voting Classes; Presumed Acceptance by Non-Voting Classes*

If a Class contains Claims eligible to vote and no Holders of Claims eligible to vote in such Class vote to accept or reject this Plan, the Holders of such Claims in such Class shall be deemed to have accepted the Plan.

K. *Controversy Concerning Impairment*

If a controversy arises as to whether any Claims or Interests, or any Class of Claims or Interests, are Impaired or is properly classified under the Plan, the Bankruptcy Court shall, after notice and a hearing, determine such controversy on or before the Confirmation Date.

L. *Intercompany Interests*

To the extent Reinstated under the Plan, distributions on account of Intercompany Interests are not being received by Holders of such Intercompany Interests on account of their Intercompany Interests but for the purposes of administrative convenience and due to the importance of maintaining the prepetition corporate structure for the ultimate benefit of the Holders of New Common Equity, and in exchange for the Debtors' and Reorganized Debtors' agreement under the Plan to make certain distributions to the Holders of Allowed Claims. For the avoidance of doubt, any Interest in Non-Debtor Affiliates owned by a Debtor shall continue to be owned by the

applicable Reorganized Debtor unless provided otherwise by any Order of the Bankruptcy Court or the Restructuring Transactions Memorandum.

M. *Relative Rights and Priorities*

Unless otherwise expressly provided in this Plan or the Confirmation Order, the allowance, classification, and treatment of all Allowed Claims and Interests and the respective distributions and treatments under this Plan take into account and conform to the relative priority and rights of such Claims or Interests in each Class in connection with any contractual, legal, and equitable subordination rights relating thereto, whether arising under general principles of equitable subordination, section 510 of the Bankruptcy Code, or otherwise, and any other rights impacting relative lien priority and/or priority in right of payment, and any such rights shall be released pursuant to the Plan. Pursuant to section 510 of the Bankruptcy Code, the Debtors or the Reorganized Debtors, as applicable, reserve the right, with the consent of the Required Consenting Senior Lenders, to reclassify any Allowed Claim or Interest in accordance with any contractual, legal, or equitable subordination relating thereto.

**ARTICLE IV.
MEANS FOR IMPLEMENTATION OF THIS PLAN**

From and after the Effective Date, the Reorganized Debtors, subject to any applicable limitations set forth in any post-Effective Date agreement, shall have the right and authority without further Order of the Bankruptcy Court to raise additional capital and obtain additional financing, subject to the New Organizational Documents, as the New Board deems appropriate.

A. *Sources of Consideration for Plan Distributions*

The Debtors and the Reorganized Debtors, as applicable, shall fund distributions under the Plan with: (1) Cash on hand; (2) proceeds from the DIP Facility; (3) the Exit Term Loan Facility; and (4) the New Common Equity.

a. Issuance and Distribution of New Common Equity

On the Effective Date, all Existing Mitel Interests shall be cancelled and Reorganized Mitel shall issue or cause to be issued the New Common Equity (including the New Common Equity issued on account of the Tranche A-1 Term Loan Backstop Premium or the Tranche A-2 Term Loan Funding Premium, any DIP Equitization Shares, and, to the extent applicable, New Common Equity issuable under the MIP Equity Pool) in accordance with the terms of this Plan and the Confirmation Order. All of the New Common Equity issuable under this Plan and the Confirmation Order, when so issued, shall be duly authorized, validly issued, fully paid, and nonassessable. Each distribution and issuance referred to in Article IV hereof shall be governed by the terms and conditions set forth in the Plan applicable to such distribution or issuance and by the terms and conditions of the New Organizational Documents or, as applicable, pursuant to the DIP Credit Agreement or the Exit Term Loan Credit Documents in respect of Tranche A-1 Term Loan Backstop Premium or the Tranche A-2 Term Loan Funding Premium, and other instruments

evidencing or relating to such distribution or issuance, which terms and conditions shall bind each Entity receiving such distribution or issuance.

Any Entity's acceptance of New Common Equity shall be deemed as its agreement to the New Organizational Documents, as the same may be amended or modified from time to time following the Effective Date in accordance with their respective terms, and each such Entity will be bound thereby in all respects. For the avoidance of doubt, all Holders of Allowed Claims entitled to distribution of New Common Equity hereunder shall be deemed to be a party to, and bound by, the New Shareholders' Agreement, if any, regardless of whether such Holder has executed a signature page thereto.

b. Exit Term Loan Facility

On the Effective Date, the Reorganized Debtors shall enter into the Exit Term Loan Credit Documents. Confirmation of the Plan shall be deemed approval of the Exit Term Loan Facility and the Exit Term Loan Credit Documents, all transactions contemplated thereby, and all actions to be taken, undertakings to be made, and obligations to be incurred by the Reorganized Debtors in connection therewith, and authorization of the Reorganized Debtors to enter into, execute, and deliver the Exit Term Loan Credit Documents and such other documents as may be required to effectuate the treatment afforded by such Exit Term Loan Facility. Consistent with Article IV.D, on the Effective Date, all of the Liens and security interests to be granted by the Reorganized Debtors in accordance with the Exit Term Loan Credit Documents (i) shall be deemed to be granted, (ii) shall be legal, binding, and enforceable Liens on, and security interests in, the collateral granted thereunder in accordance with the terms of the Exit Term Loan Credit Documents, (iii) shall be deemed perfected on the Effective Date without the need for the taking of any further filing, recordation, approval, consent, or other action, and (iv) shall not be enjoined or subject to discharge, impairment, release, avoidance, recharacterization, or subordination (including equitable subordination) for any purposes whatsoever and shall not constitute preferential transfers or fraudulent conveyances under the Bankruptcy Code or any applicable non-bankruptcy law. The Reorganized Debtors and the persons and entities granted such Liens and security interests shall be authorized to make all filings and recordings, and to obtain all governmental approvals, consents, and take any other actions necessary to establish and perfect such Liens and security interests under the provisions of the applicable state, federal, or other law that would be applicable in the absence of the Plan and the Confirmation Order (it being understood that perfection shall occur automatically by virtue of the entry of the Confirmation Order and any such filings, recordings, approvals, and consents shall not be required), and the Reorganized Debtors shall thereafter cooperate to make all other filings and recordings that otherwise would be necessary under applicable law to give notice of such Liens and security interests to third parties.

c. Cash on Hand

The Debtors or Reorganized Debtors, as applicable, shall use Cash on hand, if any, to fund distributions to certain Holders of Claims, if applicable.

B. *General Settlement of Claims and Interests*

Pursuant to section 1123 of the Bankruptcy Code and Bankruptcy Rule 9019, and in consideration for the classification, distributions, releases, and other benefits provided under this Plan and the Confirmation Order, upon the Effective Date, the provisions of this Plan and the Confirmation Order shall constitute a good-faith compromise and settlement of all Claims and Interests and controversies relating to the contractual, legal, and subordination rights of Holders with respect to such Allowed Claims and Interests or any distribution to be made on account of such Allowed Claim or Interest, including the resolution and settlement of the Financing Litigation by and among the Financing Litigation Parties pursuant to the Plan, whereby on the Effective Date and upon the Junior Lien Financing Litigation Parties' receipt of the Consenting Junior Lenders' Fee Consideration, the Junior Lien Financing Litigation Parties shall contemporaneously take the actions required pursuant to Article IV.U of the Plan (the "Plan Settlement"). The entry of the Confirmation Order shall constitute the Bankruptcy Court's approval of the compromise and settlement of all such Claims, Interests, and controversies, including the resolution of the Financing Litigation, as well as a finding by the Bankruptcy Court that such compromise and settlement is in the best interests of the Debtors, their Estates, and Holders of Claims or Interests, and is fair, equitable, and within the range of reasonableness. Subject to Article VII, all distributions made to Holders of Allowed Claims or Interests in any Class are intended to be and shall be final. The compromises and settlements described herein shall be non-severable from each other and from all other terms of this Plan. In accordance with the provisions of the Plan, pursuant to section 1123 of the Bankruptcy Code and Bankruptcy Rule 9019, without any further notice to or action, order, or approval of the Bankruptcy Court, after the Effective Date, the Reorganized Debtors may compromise and settle Claims against, and Interests in, the Debtors and their Estates and Causes of Action against other Entities.

C. *Restructuring Transactions*

On or after the Confirmation Date, the Debtors or Reorganized Debtors, as applicable, shall be authorized to enter into any transactions and take other actions consistent with the Plan and the Confirmation Order as may be necessary or appropriate to effectuate the transactions described in, approved by, contemplated by, or necessary to, effectuate the Restructuring Transactions. The applicable Debtors or the Reorganized Debtors will, subject to the consent (not to be unreasonably withheld, conditioned, or delayed) of the Required Consenting Senior Lenders, take any actions as may be necessary or advisable to effect a corporate restructuring of the overall corporate structure of the Debtors, in the Restructuring Transactions Memorandum, or in the Definitive Documents, including the issuance of all Securities, notes, instruments, certificates, and other documents required to be issued pursuant to the Plan, one or more intercompany mergers, consolidations, amalgamations, arrangements, continuances, restructurings, conversions, dissolutions, transfers, liquidations, or other corporate transactions.

The actions to implement the Restructuring Transactions may include: (1) the execution and delivery of appropriate agreements or other documents of merger, consolidation, amalgamation, arrangement, continuance, restructuring, conversion, disposition, dissolution, transfer, liquidation, spinoff, sale, or purchase containing terms that are consistent with the terms of the Plan and that satisfy the applicable requirements of applicable law and any other terms to which the applicable Entities may agree; (2) the execution and delivery of appropriate instruments of transfer, assignment, assumption, or delegation of any asset, property, right, liability, debt, or obligation on terms consistent with the terms of the Plan and having other terms for which the applicable Entities agree; (3) the filing of the New Organizational Documents and any appropriate certificates or articles of incorporation, reincorporation, formation, merger, consolidation, conversion, amalgamation, arrangement, continuance, or dissolution pursuant to applicable state or provincial law; (4) the issuance of the New Common Equity (including the MIP Equity Pool, any DIP Equitization Shares, the Tranche A-1 Term Loan Backstop Premium or the Tranche A-2 Term Loan Funding Premium); (5) the execution and delivery of the New Organizational Documents and any certificates or articles of incorporation, bylaws, or such other applicable formation documents (if any) of each Reorganized Debtor (including all actions to be taken, undertakings to be made, and obligations to be incurred and premiums, fees, and expenses to be paid by the Debtors and/or the Reorganized Debtors, as applicable); (6) the execution and/or delivery of the Exit Term Loan Credit Documents; (7) the settlement, reconciliation, repayment, cancellation, discharge, and/or release, as applicable, of Intercompany Claims consistent with the Plan; (8) the implementation of any transaction contemplated by the Restructuring Transaction Memorandum, as applicable; and (9) all other actions that the Debtors or the Reorganized Debtors determine to be necessary or appropriate, including making filings or recordings that may be required by applicable law in connection with the Plan. The Confirmation Order shall, and shall be deemed to, pursuant to sections 363 and 1123 of the Bankruptcy Code, authorize, among other things, all actions as may be necessary to effect any transaction described in, contemplated by, or necessary to effectuate the Plan.

D. *Release of Guarantees and Liens Under Senior Credit Agreements*

On the Effective Date and (1) immediately prior to or concurrently with the applicable distributions made pursuant to this Plan to Holders of Senior Loan Claims and prior to the termination, discharge, and release of the Senior Credit Agreements and all related claims thereunder and (2) immediately prior to the execution of the Exit Term Loan Credit Documents, the Senior Credit Agreements shall be deemed amended, amended and restated, or otherwise modified (provided that any such amendment, amendment and restatement or modification is acceptable to the Required Consenting Senior Lenders), and the Senior Collateral Agent shall be deemed directed by the Required Lenders (as defined in the applicable Senior Credit Agreements) under each of the Senior Credit Agreement, to, among other things: (x) release and discharge all necessary guarantees (including any and all Specified Guarantees), Liens, pledges, or other security interests of any obligor or guarantor held by the Senior Collateral Agent and any Holders of Senior Loan Claims (or the Senior Collateral Agent for the benefit of any Senior Loan Claims), as applicable, relating to the Senior Credit Agreements or the Existing Omnibus Intercreditor Agreement; (y) if applicable, provide for sufficient investment capacity to designate any relevant subsidiaries (including, if applicable, all Specified Subsidiaries) as “Unrestricted Subsidiaries” pursuant to the Senior Credit Agreements, as applicable, and the board of directors of Reorganized

Mitel and/or the relevant issuer shall designate such relevant subsidiaries as “Unrestricted Subsidiaries” pursuant to the relevant indenture; and (z) provide for any other necessary amendments, waivers, grants, releases, consents or instructions to any other party including any Senior Collateral Agent pursuant to the Senior Credit Agreements to implement the Restructuring Transactions and release and discharge all necessary claims (including parallel debt obligations) against, guarantees (including any and all Specified Guarantees), Liens, pledges, or other security interests of any obligor or guarantor held by any Holders of the Senior Loan Claims (or the Senior Collateral Agent for the benefit of any Holders of the Senior Loan Claims) and make the distributions to Holders of an Allowed Claim in the manner contemplated by the Plan and the Restructuring Transactions Memorandum. In addition, at the sole expense of the Debtors or the Reorganized Debtors, as applicable, the Senior Collateral Agent under the Senior Credit Agreement shall execute and deliver all documents reasonably requested by the Required Consenting Senior Lenders or the Reorganized Debtors to evidence the release of such claims (including parallel debt obligations), guarantees, Liens, pledges, and other security interests and shall authorize the Reorganized Debtors and their designees to file UCC-3 termination statements, PPSA discharges, and other release documentation, as applicable with respect thereto.

E. *Reorganized Debtors*

The Reorganized Debtors shall be authorized to adopt any other agreements, documents, and instruments and to take any other actions contemplated under the Plan as necessary to consummate the Plan. Cash payments to be made pursuant to the Plan will be made by the Debtors or Reorganized Debtors. The Debtors and Reorganized Debtors, as applicable, will be entitled to transfer funds between and among themselves as they determine to be necessary or appropriate to enable the Debtors or Reorganized Debtors, as applicable, to satisfy their obligations under the Plan. Except as set forth herein, any changes in intercompany account balances resulting from such transfers will be accounted for and settled in a manner to be determined by the Debtors, with the consent of the Required Consenting Senior Lenders (not to be unreasonably withheld, conditioned, or delayed, and provided that Required Consenting Senior Lenders shall be deemed to have provided consent following notice of any such determination and a five day opportunity to object if no objection is raised within such time) and will not violate the terms of the Plan.

F. *Corporate Existence*

Except as otherwise provided in this Plan or the Confirmation Order, any agreement, instrument, or other document incorporated in this Plan, the Confirmation Order, or the Plan Supplement, or as a result of the Restructuring Transactions, on the Effective Date, each Debtor shall continue to exist after the Effective Date as a Reorganized Debtor and as a separate corporation, limited liability company, or other form of Entity under governing law with all the powers of such corporation, limited liability company, or other form of Entity, as the case may be, pursuant to the applicable law in the jurisdiction in which each applicable Debtor is incorporated or formed and pursuant to the respective certificate of incorporation and bylaws (or other analogous formation documents) in effect before the Effective Date, except to the extent such certificate of incorporation and bylaws (or other analogous formation documents) are amended by this Plan, the Confirmation Order, or otherwise, and to the extent such documents are amended, such documents are deemed to be amended pursuant to this Plan or the Confirmation Order, and

require no further action or approval (other than any requisite filings required under applicable state, provincial, federal, or foreign law). For the avoidance of doubt, nothing in this Article IV.F prevents, precludes, or otherwise impairs the Reorganized Debtors, or any one of them, from amending or modifying their respective certificate of incorporation and bylaws (or other formation documents), merging, amalgamating, or otherwise restructuring their legal Entity form, without supervision or approval by the Bankruptcy Court or the CCAA Court, as applicable, and in accordance with applicable non-bankruptcy law after the Effective Date.

G. *Exemption from Registration*

No registration statement will be filed under the Securities Act, or pursuant to any state securities laws, with respect to the offer and distribution of the New Common Equity or any other securities under the Plan. The offering, issuance, and distribution of the New Common Equity and any other securities under the Plan shall be exempt from registration requirements under Securities Act, or any state or local law requiring registration for offer and sale of a security, in reliance upon the exemption provided in section 1145(a) of the Bankruptcy Code to the maximum extent permitted by law, or, if section 1145(a) of the Bankruptcy Code is not available, then the New Common Equity and any other securities under the Plan will be offered, issued, and distributed under the Plan pursuant to other applicable exemptions from registration under the Securities Act and any other applicable securities laws.

Pursuant to section 1145 of the Bankruptcy Code, the offering, issuance, and distribution of the New Common Equity and any other securities under the Plan on account of the DIP Equitization Shares, Priority Lien Claims, and Non-Priority Lien Term Loan Deficiency Claims (a) shall be exempt from, among other things, the registration requirements of section 5 of the Securities Act and any other applicable U.S. state or local law requiring registration for the offer or sale of a security or registration or licensing of an issuer of, underwriter of, or broker or dealer in, a security, (b)(i) are not “restricted securities” as defined in Rule 144(a)(3) under the Securities Act, and (ii) are freely tradable and transferable by any initial recipient thereof that (w) is not an “affiliate” of the Reorganized Debtors as defined in Rule 144(a)(1) under the Securities Act, (x) has not been such an “affiliate” within ninety calendar days of such transfer, (y) has not acquired the New Common Equity from an “affiliate” of the Reorganized Debtors within one year of such transfer, and (z) is not an entity that is an “underwriter” as defined in subsection (b) of Section 1145 of the Bankruptcy Code, and (c) will be freely tradable by the recipients thereof, subject to (i) the provisions of section 1145(b)(1) of the Bankruptcy Code relating to the definition of an underwriter in section 2(a)(11) of the Securities Act, (ii) compliance with applicable securities laws and any rules and regulations of the SEC, if any, applicable at the time of any future transfer of such securities or instruments, and (iii) the restrictions in the New Organizational Documents.

The shares of New Common Equity issued to an entity that is an “underwriter” with respect to such securities, as that term is defined in section 1145(b) of the Bankruptcy Code and shares of New Common Equity issued on account of the Tranche A-1 Term Loan Backstop Premium, the Tranche A-2 Term Loan Funding Premium or for which section 1145 of the Bankruptcy Code is otherwise not permitted or not applicable, will be offered, issued and distributed in reliance upon Section 4(a)(2) of the Securities Act, Regulation D promulgated thereunder, and/or reliance on Regulation S under the Securities Act, will be considered “restricted securities,” and may not be

transferred except pursuant to an effective registration statement under the Securities Act or an available exemption therefrom and subject to the restrictions in the New Organizational Documents.

In the event Reorganized Mitel elects, on or after the Effective Date, to reflect any ownership of the New Common Equity issued pursuant to the Plan through the facilities of DTC, Reorganized Mitel need not provide to DTC any further evidence other than the Plan or the Confirmation Order with respect to the treatment of such securities under the applicable securities laws. Notwithstanding anything to the contrary in the Plan, no Entity, including, for the avoidance of doubt, DTC or any transfer agent, shall be entitled to require a legal opinion regarding the validity of any transaction contemplated by the Plan, including, for the avoidance of doubt, whether the initial sale and delivery by the issuer to the holders of the New Common Equity are exempt from registration and/or eligible for DTC book-entry delivery, settlement, and depository services. The Confirmation Order shall provide that DTC or any transfer agent shall be required to accept and conclusively rely upon the Plan or the Confirmation Order in lieu of a legal opinion regarding whether the New Common Equity is exempt from registration and/or eligible for DTC-book-entry delivery, settlement, and depository services.

H. *Vesting of Assets in the Reorganized Debtors*

Except as otherwise provided in this Plan or the Confirmation Orders, any agreement, instrument, or other document incorporated in this Plan, the Confirmation Orders, or the Plan Supplement, or pursuant to any other Final Order of the Bankruptcy Court or the CCAA Court, on the Effective Date, all property (including all interests, rights, and privileges related thereto) in each Estate, all Causes of Action, and any property acquired by any of the Debtors pursuant to this Plan or the Confirmation Orders, including Interests held by the Debtors in any Non-Debtor Affiliates, shall vest in each respective Reorganized Debtor, free and clear of all Liens, Claims, charges, rights, or other encumbrances subject to and in accordance with the Plan. On and after the Effective Date, except as otherwise provided in this Plan or the Confirmation Orders, each Reorganized Debtor may operate its business and may use, acquire, or dispose of property and compromise or settle any Claims or Interests or Causes of Action without supervision or approval by the Bankruptcy Court or the CCAA Court and free of any restrictions of the Bankruptcy Code, Bankruptcy Rules or the CCAA. Without limiting the foregoing, the Reorganized Debtors may pay the charges that they incur on or after the Effective Date for professional fees, disbursements, expenses, or related support services without application to the Bankruptcy Court.

I. *Cancellation of Existing Securities and Agreements*

Except for the purpose of evidencing a right to a distribution under this Plan or as otherwise provided in this Plan, the Confirmation Orders or any agreement, instrument, or other document incorporated in this Plan, the Confirmation Orders, or the Plan Supplement, on the Effective Date, (1) any certificate, security, share, note, bond, credit agreement, indenture, purchase right, option, warrant, or other instrument or document directly or indirectly evidencing, relating to, or creating any indebtedness or obligation of or ownership interest in the Debtors or giving rise to any Claim or Interest or to any rights or obligations relating to any Claims against or Interests in the Debtors (except such certificates, notes, or other instruments or documents evidencing indebtedness or

obligation of or ownership interest in the Debtors that are Reinstated pursuant to the Plan) and any rights of any Holder in respect thereof shall be cancelled without any need for a Holder to take further action with respect thereto, and the duties and obligations of all parties thereto, including the Debtors or the Reorganized Debtors, as applicable, and any Non-Debtor Affiliates, thereunder or in any way related thereto shall be deemed satisfied in full, canceled, released, discharged, and of no force or effect; and (2) the obligations of the Debtors or the Reorganized Debtors pursuant, relating, or pertaining to any agreements, indentures, certificates of designation, bylaws, or certificate or articles of incorporation or similar documents governing the shares, certificates, notes, bonds, indentures, purchase rights, options, warrants, or other instruments or documents evidencing or creating any indebtedness or obligation of or ownership interest in the Debtors (except such agreements, certificates, notes, or other instruments evidencing indebtedness or obligation of or ownership interest in the Debtors that are specifically Reinstated pursuant to the Plan) shall be released and discharged; *provided, however*, that notwithstanding the occurrence of the Confirmation Date or the Effective Date, any such agreement that governs the rights of the Holder of a Claim shall continue in effect for purposes of: (a) enabling Holders of Allowed Claims and Allowed Interests to receive distributions under the Plan as provided herein; (b) allowing the Distribution Agent to make distributions under the Plan as provided herein; (c) preserving any rights of the Prepetition Agents to payment of fees and expenses as against any money or property distributable to Holders under the relevant Prepetition Credit Agreement.

On the Effective Date, each holder of a certificate or instrument evidencing a Claim that is discharged by the Plan shall be deemed to have surrendered such certificate or instrument in accordance with the applicable indenture or agreement that governs the rights of such holder of such Claim. Such surrendered certificate or instrument shall be deemed canceled as set forth in, and subject to the exceptions set forth in, this Article IV.I.

J. Corporate Action

On the Effective Date, all actions contemplated by this Plan or the Confirmation Orders, regardless of whether taken before, on, or after the Effective Date, shall be deemed authorized and approved by the Bankruptcy Court and the CCAA Court, as applicable, in all respects, including, as applicable: (1) the implementation of the Restructuring Transactions; (2) the adoption of the New Organizational Documents and any other new corporate governance documents; (3) the selection of the directors and officers for the Reorganized Debtors; (4) the execution and delivery of the applicable Definitive Documents and any related instruments, agreements, guarantees, filings, or other related documents; (5) the issuance of the New Common Equity; (6) the rejection, assumption, or assumption and assignment, as applicable, of Executory Contracts and Unexpired Leases; (7) the implementation of the transactions contemplated by the Restructuring Transactions Memorandum (if applicable), and (8) all other acts or actions contemplated or reasonably necessary or appropriate to promptly consummate the Restructuring Transactions contemplated by the Plan (whether to occur before, on, or after the Effective Date).

On the Effective Date, all matters provided for in this Plan or the Confirmation Orders involving the corporate structure of the Debtors or the Reorganized Debtors, and any corporate, limited liability company, or related action required by the Debtors or the Reorganized Debtors in connection with this Plan or the Confirmation Orders, shall be deemed to have occurred in

accordance with the Plan and shall be in effect, without any requirement of further action by the security interest Holders, members, directors, or officers of the Debtors or the Reorganized Debtors, as applicable. The authorizations and approvals contemplated by this Article IV.J shall be effective notwithstanding any requirements under non-bankruptcy law.

K. *New Organizational Documents*

On the Effective Date, the New Organizational Documents shall be adopted automatically by the applicable Reorganized Debtors. On or promptly after the Effective Date, the Reorganized Debtors may file their respective New Organizational Documents and other applicable agreements with the applicable Secretaries of State or other applicable authorities in their respective states, provinces, or countries of incorporation or formation in accordance with the corporate laws of the respective states, provinces, or countries of incorporation or formation. Pursuant to section 1123(a)(6) of the Bankruptcy Code, to the extent applicable to these Chapter 11 Cases, the New Organizational Documents of the Reorganized Debtors will prohibit the issuance of non-voting equity securities.

After the Effective Date, each Reorganized Debtor may amend and restate its limited liability company agreement, certificate of incorporation, and other formation and constituent documents as permitted by the laws of its respective jurisdiction of formation and the terms of the New Organizational Documents, as applicable.

L. *Directors, Managers, and Officers of the Reorganized Debtors*

Following the Effective Date, the term of the current members of the boards of directors of Debtor MLN TopCo Ltd. and Debtor Mitel Networks (International) Limited shall expire, and the existing members of the boards of directors of Debtor MLN TopCo Ltd. and Debtor Mitel Networks (International) Limited shall be deemed to resign from such boards of directors, and the New Board of Reorganized Mitel shall be appointed in accordance with the New Organizational Documents. The existing board members or managers of the Debtor Subsidiaries of Debtor Mitel Networks (International) Limited, and the officers of each of such Reorganized Debtors, as applicable, shall continue in their existing positions as of the Effective Date, subject to the terms of the New Organizational Documents. Notwithstanding the foregoing, the members of the New Board shall not be constrained in their ability to replace any of the existing board members, managers or officers of the Debtor Subsidiaries. The members of the New Board immediately following the Effective Date shall consist of members designated in accordance with the Governance Term Sheet. Pursuant to section 1129(a)(5) of the Bankruptcy Code, the Debtors will disclose in advance of the Confirmation Hearing as part of the Plan Supplement, to the extent known at such time, the identity and affiliations of any Person proposed to serve on the New Board or as an officer of any of the Reorganized Debtors.

Except as otherwise provided in the Plan, the Confirmation Orders, the Plan Supplement, or the New Organizational Documents, the officers of the Debtors immediately before the Effective Date, as applicable, shall serve as the initial officers of the Reorganized Debtors on the Effective Date.

M. *Liability of Officers, Directors, and Agents*

The provisions of section 1125(e) of the Bankruptcy Code govern the protection from liability with respect to all matters governed by section 1125(e) of the Bankruptcy Code. The Debtors and their successors (and the officers, directors or agents of the Debtors or their successors) have no liability for conduct that was authorized by an Order of the Bankruptcy Court or the CCAA Court. With respect to conduct during the period from the Petition Date through the Effective Date, the Debtors and their successors (and the officers, directors or agents of the Debtors or their successors) may be subject to liability only for conduct that constituted: (i) actual fraud, (ii) gross negligence, or (iii) willful misconduct; *provided*, that, the provisions of this Article IV.M apply only to the extent that such limitations on liability exist under applicable nonbankruptcy law. Notwithstanding this Article IV.M, this Plan does not limit liability for conduct for which the Bankruptcy Court's or CCAA Court's approval was required by applicable law, but for which approval was not granted.

N. *Effectuating Documents; Further Transactions*

On and after the Effective Date, the Reorganized Debtors, and their respective officers, directors, members, or managers (as applicable), are authorized to and may issue, execute, deliver, file, or record such contracts, Securities, instruments, releases, and other agreements or documents and take such actions as may be necessary or appropriate to effectuate, implement, and further evidence the terms and conditions of the Plan, the Restructuring Transactions, the New Organizational Documents, the Exit Term Loan Credit Documents, and the Securities issued pursuant to the Plan, including the New Common Equity, and any and all other agreements, documents, securities, filings, and instruments relating to the foregoing in the name of and on behalf of the Reorganized Debtors, without the need for any approvals, authorization, or consents except for those expressly required pursuant to the Plan. The authorizations and approvals contemplated by this Article IV shall be effective notwithstanding any requirements under non-bankruptcy law.

O. *Section 1146 Exemption*

To the fullest extent permitted by section 1146(a) of the Bankruptcy Code, any transfers (whether from a Debtor to a Reorganized Debtor or to any other Person) of property pursuant to the Plan or the Confirmation Order (including under any of the Definitive Documents and related documents) shall not be subject to any stamp tax, document recording tax, conveyance fee, intangibles, or similar tax, mortgage tax, real estate transfer tax, personal property transfer tax, mortgage recording tax, sales or use tax, Uniform Commercial Code or PPSA filing or recording fee, regulatory filing or recording fee, or other similar tax or governmental assessment in the United States or Canada, and the Confirmation Order shall direct and be deemed to direct the appropriate state or local governmental officials or agents to forgo the collection of any such tax or governmental assessment and to accept for filing and recordation instruments or other documents pursuant to such transfers of property without the payment of any such tax or governmental assessment. Such exemption specifically applies, without limitation, to (1) the creation, modification, consolidation, or recording of any mortgage, deed of trust, Lien, or other security interest, or the securing of additional indebtedness by such or other means, (2) the making

or assignment of any lease or sublease, (3) any Restructuring Transaction authorized by the Plan, and (4) the making or delivery of any deed or other instrument of transfer under, in furtherance of, or in connection with the Plan, including (a) any merger agreements; (b) agreements of consolidation, restructuring, disposition, liquidation, or dissolution; (c) deeds; (d) bills of sale; (e) assignments executed in connection with any Restructuring Transaction occurring under the Plan; or (f) the other Definitive Documents.

P. *Preservation of Causes of Action*

In accordance with section 1123(b) of the Bankruptcy Code, but subject to Article VIII hereof, each Reorganized Debtor, as applicable, shall retain and may enforce all rights to commence and pursue, as appropriate, any and all Causes of Action of the Debtors, whether arising before or after the Petition Date, including any actions specifically enumerated in the Schedule of Retained Causes of Action, and the Reorganized Debtors' rights to commence, prosecute, or settle such Causes of Action shall be preserved notwithstanding the occurrence of the Effective Date, other than the Causes of Action released by the Debtors pursuant to the releases and exculpations contained in the Plan, including in Article VIII hereof, which shall be deemed released and waived by the Debtors and the Reorganized Debtors as of the Effective Date.

The Reorganized Debtors may pursue such Causes of Action, as appropriate, in accordance with the best interests of the Reorganized Debtors, in their respective discretion. **No Entity may rely on the absence of a specific reference in the Plan, the Plan Supplement, or the Disclosure Statement to any Cause of Action against it as any indication that the Debtors or the Reorganized Debtors, as applicable, will not pursue any and all available Causes of Action of the Debtors against it. The Debtors and the Reorganized Debtors expressly reserve all rights to prosecute any and all Causes of Action against any Entity.** Unless any Causes of Action of the Debtors against an Entity are expressly waived, relinquished, exculpated, released, compromised, or settled in the Plan or a Final Order, the Reorganized Debtors expressly reserve all Causes of Action, for later adjudication, and, therefore, no preclusion doctrine, including the doctrines of res judicata, collateral estoppel, issue preclusion, claim preclusion, estoppel (judicial, equitable, or otherwise), or laches, shall apply to such Causes of Action upon, after, or as a consequence of the Confirmation or Consummation. Notwithstanding the foregoing, upon the Junior Lien Financing Litigation Parties' (or their designee(s)) receipt of the Consenting Junior Lenders' Fee Consideration on the Effective Date, the Financing Litigation Proceedings shall be dismissed with prejudice on or promptly following the Effective Date.

The Reorganized Debtors reserve and shall retain such Causes of Action of the Debtors notwithstanding the rejection or repudiation of any Executory Contract or Unexpired Lease during the Chapter 11 Cases or pursuant to the Plan. In accordance with section 1123(b)(3) of the Bankruptcy Code, and except as expressly waived, relinquished, exculpated, released, compromised, or settled in the Plan or pursuant to a Final Order, any Causes of Action that a Debtor may hold against any Entity shall vest in the Reorganized Debtors, except as otherwise expressly provided in the Plan, including Article VIII hereof. The applicable Reorganized Debtors, through their authorized agents or representatives, shall retain and may exclusively enforce any and all such Causes of Action. The Reorganized Debtors shall have the exclusive right, authority, and discretion to determine and to initiate, file, prosecute, enforce, abandon, settle,

compromise, release, withdraw, or litigate to judgment any such Causes of Action and to decline to do any of the foregoing without the consent or approval of any third party or further notice to or action, Order, or approval of the Bankruptcy Court or the CCAA Court, as applicable.

Q. *Management Incentive Plan*

After the Effective Date, the New Board shall adopt and implement the Management Incentive Plan (including vesting, exercise prices, base values, hurdles, forfeiture, repurchase rights, and transferability, as applicable). On the Effective Date, the Reorganized Debtors shall reserve New Common Equity representing up to 10%, but not less than 5%, of the issued and outstanding New Common Equity (on a fully diluted basis) as of the Effective Date for distribution to participate employees of the Reorganized Debtors pursuant to the Management Incentive Plan. The Reorganized Debtors shall be authorized to institute such Management Incentive Plan and enact and enter into related policies and agreements based on the terms and conditions determined by the New Board.

R. *Employment and Retiree Benefits*

Except as otherwise provided in the Plan, on and after the Effective Date, subject to any Final Order and, without limiting any authority provided to the Reorganized Debtors under the Debtors' respective formation and constituent documents, the Reorganized Debtors shall: (1) assume, pursuant to section 365 of the Bankruptcy Code, the employment agreements, including any retention agreements, applicable to any member of the executive leadership team on the Debtors; (2) amend, adopt, assume, and/or honor in the ordinary course of business any contracts, agreements, policies, programs, and plans, in accordance with their respective terms, for, among other things, employment, compensation, including any incentive plans, retention plans, health care benefits, disability benefits, deferred compensation benefits, savings, severance benefits, retirement benefits, welfare benefits, workers' compensation insurance, and accidental death and dismemberment insurance for the directors, officers, and employees of any of the Debtors who served in such capacity from and after the Petition Date; and (3) honor, in the ordinary course of business, Claims of employees employed as of the Effective Date for accrued vacation time arising prior to the Petition Date and not otherwise paid pursuant to a Bankruptcy Court or CCAA Court order; *provided*, that the consummation of the transactions contemplated in the Plan shall not constitute a "change in control" with respect to any of the foregoing arrangements. Notwithstanding the foregoing, pursuant to section 1129(a)(13) of the Bankruptcy Code, from and after the Effective Date, to the extent that the Debtors have any retiree benefits (as such term is defined in section 1114 of the Bankruptcy Code), such retiree benefits shall continue to be paid in accordance with applicable law.

Notwithstanding the immediately preceding paragraph, no provision in any agreement, plan, or arrangement to be assumed pursuant to the foregoing paragraph relating to the award of equity or equity-like compensation shall be binding on, or honored by, the Reorganized Debtors. Nothing in this Plan shall limit, diminish, or otherwise alter the Reorganized Debtors' defenses, claims, Causes of Action, or other rights with respect to any such contracts, agreements, policies, programs and plans.

S. *Dissolution of Certain Debtors*

On or after the Effective Date, certain of the Debtors may be dissolved without further action under applicable law, regulation, Order, or rule, including any action by the stockholders, members, the board of directors, or similar governing body of the Debtors or the Reorganized Debtors; *provided*, that, subject in all respects to the terms of the Plan, the Reorganized Debtors shall have the power and authority to take any action necessary to wind down and dissolve the applicable Debtors, and may, to the extent applicable: (1) file a certificate of dissolution for such Debtors, together with all other necessary corporate and company documents, to effect such Debtors' dissolution under the applicable laws of their states or jurisdictions of formation; (2) complete and file all final or otherwise required federal, state, and local tax returns and pay taxes required to be paid for such Debtors, and pursuant to section 505(b) of the Bankruptcy Code, request an expedited determination of any unpaid tax liability of any such Debtors or their Estates, as determined under applicable tax laws; and (3) represent the interests of the Debtors or their Estates before any taxing authority in all tax matters, including any action, proceeding or audit.

T. *Private Company*

The Reorganized Debtors shall: (a) emerge from these Chapter 11 Cases and the CCAA Proceeding as non-publicly reporting companies on the Effective Date and not be subject to SEC reporting requirements under Sections 12 or 15 of the Exchange Act or otherwise; (b) not be voluntarily subjected to any reporting requirements promulgated by the SEC except, in each case, as otherwise may be required pursuant to the New Organizational Documents or applicable law; and (c) not be required to list the New Common Equity on a U.S. or other stock exchange.

U. *Dismissal of Litigation*

Promptly following receipt by the Junior Lien Financing Litigation Parties (or their designee(s)) of the Consenting Junior Lenders' Fee Consideration on the Effective Date, (i) the Junior Lien Financing Litigation Parties in the Financing Litigation shall withdraw, with prejudice, the plaintiffs' motion for leave to appeal to the New York Court of Appeals the Appellate Division, First Judicial Department decision and order entered on December 31, 2024 in the Financing Litigation (*Ocean Trails CLO VII et al., v. MLN TopCo Ltd. et al.*, No. 2024-00169, NYSECF No. 37 (1st Dep't Dec. 31 2024)), or, in the event such motion has been granted, withdraw the appeal, with prejudice, and (ii) the Financing Litigation Parties, including for the avoidance of doubt the Reorganized Debtors, shall jointly seek entry of final judgment dismissing all claims with prejudice in the proceeding in the Commercial Division of the New York Supreme Court (New York County) captioned *Ocean Trails CLO VII et al., v. MLN TopCo Ltd. et al.*, Index No. 651327/2023.

ARTICLE V.

TREATMENT OF EXECUTORY CONTRACTS AND UNEXPIRED LEASES

A. *Assumption and Rejection of Executory Contracts and Unexpired Leases*

On the Effective Date, except as otherwise provided in the Plan or in any contract, instrument, release, indenture, or other agreement or document entered into in connection with the

Plan, all Executory Contracts and Unexpired Leases shall be deemed assumed, without the need for any further notice to or action, Order, or approval of the Bankruptcy Court, as of the Effective Date under section 365 of the Bankruptcy Code, unless such Executory Contract or Unexpired Lease: (1) was previously assumed or rejected by the Debtors, pursuant to an Order of the Bankruptcy Court; (2) previously expired or terminated pursuant to its terms; (3) is the subject of a motion to reject Filed on or before the Effective Date; or (4) is specifically designated as a contract or lease to be rejected on the Schedule of Rejected Executory Contracts and Unexpired Leases. Notwithstanding the foregoing, the Debtors shall file a separate motion seeking entry of the Assumption Order authorizing and approving the assumption of the Atos Settlement Agreement and NICE Settlement Agreement pursuant to section 365 of the Bankruptcy Code.

Subject to and upon the occurrence of the Effective Date, entry of the Confirmation Order by the Bankruptcy Court shall constitute approval of the assumptions or rejections of Executory Contracts and Unexpired Leases provided for in this Plan, the Confirmation Order or the Schedule of Rejected Executory Contracts and Unexpired Leases, pursuant to sections 365(a) and 1123 of the Bankruptcy Code. Each Executory Contract or Unexpired Lease set forth on the Schedule of Rejected Executory Contracts and Unexpired Leases shall be deemed rejected on, and as of, the Effective Date.

Each Executory Contract and Unexpired Lease assumed pursuant to this Plan, the Confirmation Order, or any other Order of the Bankruptcy Court shall re-vest in and be fully enforceable by the applicable contracting Reorganized Debtor in accordance with its terms, except as such terms may have been modified by the provisions of any Order of the Bankruptcy Court authorizing and providing for its assumption under applicable federal law (following notice and an opportunity to object to the affected counterparties). Except as otherwise provided herein or agreed to by the Debtor and the applicable counterparty, each assumed Executory Contract or Unexpired Lease shall include all modifications, amendments, supplements, restatements, or other agreements related thereto, and all rights related thereto, if any, including all easements, licenses, Permits, rights, privileges, immunities, options, rights of first refusal, and any other interests.

To the maximum extent permitted by law, to the extent any provision in any Executory Contract or Unexpired Lease assumed pursuant to the Plan restricts or prevents, or purports to restrict or prevent, or is breached or deemed breached by, the assumption of such Executory Contract or Unexpired Lease (including any “change of control” provision), then such provision shall be deemed modified such that the transactions contemplated by the Plan shall not entitle the Non-Debtor party thereto to terminate such Executory Contract or Unexpired Lease or to exercise any other rights with respect thereto.

The Debtors (with the consent of the Required Consenting Senior Lenders) reserve the right to alter, amend, modify or supplement the Schedule of Rejected Executory Contracts and Unexpired Leases, including to add or remove any Executory Contracts and Unexpired Leases, at any time up to and including forty-five days after the Effective Date.

B. *Claims Based on Rejection of Executory Contracts and Unexpired Leases*

Unless otherwise provided by a Final Order of the Bankruptcy Court, all Proofs of Claim with respect to Claims arising from the rejection of Executory Contracts or Unexpired Leases, including Lease Rejection Claims, pursuant to the Plan or the Confirmation Order, if any, must be Filed with the Bankruptcy Court within 30 days after the later of (1) entry of an Order of the Bankruptcy Court (including the Confirmation Order) approving such rejection and (2) the effective date of such rejection. **Any Claims arising from the rejection of an Executory Contract or Unexpired Lease not Filed with the Bankruptcy Court within such time shall be Disallowed, forever barred from assertion, and shall not be enforceable against the Debtors or the Reorganized Debtors, the Estates, or their property.** All Claims arising from the rejection by any Debtor of any Executory Contract or Unexpired Lease, including Lease Rejection Claims, pursuant to section 365 of the Bankruptcy Code shall be treated as General Unsecured Claim pursuant to Article III of the Plan and may be objected to in accordance with the provisions of Article VI of the Plan and the applicable provisions of the Bankruptcy Code and Bankruptcy Rules.

C. *Cure of Defaults for Assumed Executory Contracts and Unexpired Leases*

The Debtors or the Reorganized Debtors, as applicable, shall pay any undisputed portion of a Cure Claim, if any, on (1) the Effective Date or as soon as reasonably practicable thereafter, for Executory Contracts and Unexpired Leases assumed as of the Effective Date, (2) in the ordinary course of the Debtors' business in accordance with the terms of such Executory Contract or Unexpired Lease, or (3) the assumption effective date, if different than the Effective Date. The Debtors or the Reorganized Debtors, as applicable, may agree with the applicable counterparty to an Executory Contract or Unexpired Lease to be assumed to segregate the aggregate amount of the disputed portion of a Cure Claim on the Effective Date. Within seven days of the resolution of the disputed portion of a Cure Claim (whether by Order of the Court or agreement among the parties), the Debtors or the Reorganized Debtors, as applicable, shall pay the disputed portion of the Cure Claim to the applicable counterparty. Any Cure Claim on account of a monetary default shall be deemed fully satisfied, released, and discharged upon payment by the Debtors or the Reorganized Debtors of the Cure Claim; *provided*, that nothing herein shall prevent the Reorganized Debtors from paying any Cure Claim despite the failure of the relevant counterparty to File such request for payment of such Cure Claim. The Reorganized Debtors also may settle any Cure Claim without any further notice to or action, Order, or approval of the Bankruptcy Court.

Any monetary defaults under each Executory Contract and Unexpired Lease to be assumed pursuant to the Plan shall be satisfied, pursuant to section 365(b)(1) of the Bankruptcy Code, by payment of the Cure Claim amount in Cash on the Effective Date or in the ordinary course of the Debtors' business in accordance with the terms of such Executory Contract or Unexpired Lease, subject to the limitation described below, or on such other terms as the parties to such Executory Contracts or Unexpired Leases may otherwise agree. In the event of a dispute regarding (1) the amount of any payments to cure such a default, (2) the ability of the Reorganized Debtors or any assignee to provide "adequate assurance of future performance" (within the meaning of section 365 of the Bankruptcy Code) under the Executory Contract or Unexpired Lease to be assumed, or (3) any other matter pertaining to assumption, the Cure Claim payments required by section

365(b)(1) of the Bankruptcy Code shall be made following the entry of a Final Order or orders resolving the dispute and approving the assumption; *provided*, that the Reorganized Debtors may settle any such dispute without any further notice to, or action, Order, or approval of the Bankruptcy Court or any other Entity.

In accordance with the Scheduling Order, the Debtors shall provide for notices of proposed assumption or assumption and assignment and proposed Cure Claim amounts to be filed and served to applicable third parties and their counsel (if known), which notices will include procedures for objecting thereto and resolution of disputes by the Bankruptcy Court. Any objection by a counterparty to an Executory Contract or Unexpired Lease to a proposed assumption or assumption and assignment on any grounds or related amount of the Cure Claim must be Filed, served, and actually received by the Debtors no later than the date specified in the notice. **Any counterparty to an Executory Contract or Unexpired Lease that failed to timely object to the proposed assumption will be deemed to have assented to such assumption or assumption and assignment and any objection shall be Disallowed and forever barred, estopped, and enjoined from assertion, and shall not be enforceable against any Reorganized Debtor, without the need for any objection by the Reorganized Debtors or any other party in interest or any further notice to or action, Order, or approval of the Bankruptcy Court.**

If there is a timely Filed objection regarding (1) the amount of any Cure Claim; (2) the ability of the Reorganized Debtors or any assignee to provide “adequate assurance of future performance” (within the meaning of section 365 of the Bankruptcy Code) under the Executory Contract or Unexpired Lease to be assumed; or (3) any other matter pertaining to assumption or the cure amounts required by section 365(b)(1) of the Bankruptcy Code, such dispute shall be resolved by a Final Order of the Bankruptcy Court (which may be the Confirmation Order) or as may be agreed upon by the Debtors (with the consent of the Required Consenting Senior Lenders) or the Reorganized Debtors, as applicable, and the counterparty to the Executory Contract or Unexpired Lease.

Assumption of any Executory Contract or Unexpired Lease pursuant to the Plan or otherwise, full payment of any applicable Cure Claim, and cure of any nonmonetary defaults pursuant to this Article V.C shall result in the full release and satisfaction of any Cure Claims, Claims, or defaults, whether monetary or nonmonetary, including defaults of provisions restricting the change in control or ownership interest composition or other bankruptcy-related defaults, arising under any assumed Executory Contract or Unexpired Lease at any time prior to the effective date of assumption, upon the payment of all applicable Cure amounts and cure of any nonmonetary defaults.

Any and all Proofs of Claim based upon Executory Contracts or Unexpired Leases that have been assumed in the Chapter 11 Cases, including pursuant to the Confirmation Order, and for which any Cure has been fully paid pursuant to this Article V.C, shall be deemed disallowed and expunged as of the Effective Date without the need for any objection thereto or any further notice to or action, order, or approval of the Bankruptcy Court.

D. *Preexisting Obligations to the Debtors under Executory Contracts and Unexpired Leases*

Notwithstanding any non-bankruptcy law to the contrary, the Debtors expressly reserve and do not waive any right to receive, or any continuing obligation of a counterparty to provide, warranties or continued maintenance obligations on goods previously purchased, or services previously received, by the contracting Debtors from counterparties to rejected or repudiated Executory Contracts or Unexpired Leases. For the avoidance of doubt, the rejection of any Executory Contracts or Unexpired Leases pursuant to this Plan or otherwise shall not constitute a termination of pre-existing obligations owed to the Debtors under such Executory Contracts or Unexpired Leases.

E. *Indemnification Obligations*

Subject in all respects to Article I.H and consistent with applicable law, all indemnification provisions in place prior to the Effective Date (whether in the by-laws, certificates of incorporation or formation, limited liability company agreements, other organizational documents, board resolutions, indemnification agreements, employment contracts, or otherwise) for current and former directors, officers, managers, employees, attorneys, accountants, investment bankers, and other professionals of the Debtors, as applicable, shall (1) not be discharged, impaired, or otherwise affected in any way, including by the Plan, the Plan Supplement, or the Confirmation Orders, (2) remain intact, in full force and effect, and irrevocable, (3) not be limited, reduced or terminated after the Effective Date, and (4) survive the effectiveness of the Plan on terms no less favorable to such current and former directors, officers, managers, employees, attorneys, accountants, investment bankers, and other professionals of the Debtors than the indemnification provisions in place prior to the Effective Date irrespective of whether such indemnification obligation is owed for an act or event occurring before, on or after the Petition Date. Subject in all respects to Article I.H, all such obligations shall be deemed and treated as Executory Contracts to be assumed by the Debtors under the Plan and shall continue as obligations of the Reorganized Debtors. Any Claim based on the Debtors' obligations under the Plan shall not be a Disputed Claim or subject to any objection, in either case, for any reason, including by reason of section 502(e)(1)(B) of the Bankruptcy Code.

F. *Insurance Policies*

All of the Debtors' insurance policies, including D&O Liability Insurance Policies, and any agreements, documents, or instruments relating thereto, are treated as and deemed to be Executory Contracts under the Plan. On the Effective Date, the Debtors shall be deemed to have assumed all insurance policies and any agreements, documents, and instruments related thereto; *provided*, that the D&O Liability Insurance Policies existing just prior to the Effective Date may be put into run-off or otherwise a tail policy put into place with respect thereon on the Effective Date.

Notwithstanding anything to the contrary contained in this Plan or the Confirmation Orders, Confirmation of the Plan shall not discharge, impair, or otherwise modify any indemnity obligations assumed by the foregoing assumption of the D&O Liability Insurance Policies.

Coverage for defense and indemnity under the D&O Liability Insurance Policies shall remain available to all applicable individuals insured thereunder.

In addition, after the Effective Date, none of the Reorganized Debtors shall terminate or otherwise reduce the coverage under any D&O Liability Insurance Policies in effect on or after the Petition Date, with respect to conduct or events occurring prior to the Effective Date, and all members, managers, directors, and officers of the Debtors who served in such capacity at any time prior to the Effective Date shall be entitled to the full benefits of any such policy for the full term of such policy, to the extent set forth therein, regardless of whether such members, managers, directors, officers, or other individuals remain in such positions after the Effective Date.

G. *Modifications, Amendments, Supplements, Restatements or Other Agreements*

Unless otherwise provided in this Plan or the Confirmation Order, all Executory Contracts and Unexpired Leases that are assumed or assumed and assigned shall include all exhibits, schedules, modifications, amendments, supplements, restatements, or other agreements that in any manner affect such Executory Contracts and Unexpired Leases, and affect Executory Contracts and Unexpired Leases related thereto, if any, including easements, licenses, permits, rights, privileges, immunities, options, rights of first refusal, and any other interests, unless any of the foregoing agreements has been previously rejected or repudiated or is rejected or repudiated under this Plan or the Confirmation Order.

Modifications, amendments, supplements, and restatements to prepetition Executory Contracts and Unexpired Leases that have been executed by the Debtors during the Chapter 11 Cases shall not be deemed to alter (1) the prepetition nature of such Executory Contracts and Unexpired Leases or (2) the validity, priority, or amount of any Claims that may arise in connection therewith, except as set forth under the express terms of any such modification, amendment, supplement, or restatement.

H. *Nonoccurrence of Effective Date*

In the event that the Effective Date does not occur, the Bankruptcy Court shall retain jurisdiction with respect to any request to extend the deadline for assuming, assuming and assigning, or rejecting Unexpired Leases pursuant to section 365(d)(4) of the Bankruptcy Code.

I. *Reservation of Rights*

Neither the exclusion nor the inclusion by the Debtors of any contract or lease on any exhibit, schedule, or other annex to the Plan or in the Plan Supplement, nor anything contained in the Plan, shall constitute an admission by the Debtors or any other party that any contract or lease is in fact an Executory Contract or Unexpired Lease or that any Reorganized Debtor has any liability thereunder. If there is a dispute regarding whether a contract or lease is or was executory or unexpired at the time of assumption or rejection, the Debtors or the Reorganized Debtors, as applicable, shall have forty-five days following entry of a Final Order resolving such dispute to alter their treatment of such contract or lease.

ARTICLE VI.
PROCEDURES FOR RESOLVING
CONTINGENT, UNLIQUIDATED, AND DISPUTED CLAIMS AND INTERESTS

A. *Disputed Claims Process*

Notwithstanding section 502(a) of the Bankruptcy Code, and in light of the Unimpaired status of all Allowed General Unsecured Claims under the Plan and as otherwise required by the Plan, Holders of Claims need not File Proofs of Claim, and the Reorganized Debtors and the Holders of Claims shall determine, adjudicate, and resolve any disputes over the validity and amounts of such Claims in the ordinary course of business as if the Chapter 11 Cases and the CCAA Proceeding had not been commenced except that (unless expressly waived pursuant to the Plan) the Allowed amount of such Claims shall be subject to the limitations or maximum amounts permitted by the Bankruptcy Code, including sections 502 and 503 of the Bankruptcy Code, to the extent applicable. All Proofs of Claim Filed in these Chapter 11 Cases shall be considered objected to and Disputed without further action by the Debtors. Upon the Effective Date, all Proofs of Claim Filed against the Debtors, regardless of the time of filing, and including Proofs of Claim Filed after the Effective Date, shall be deemed withdrawn and expunged, other than as provided below. Notwithstanding anything in this Plan to the contrary, disputes regarding the amount of any Cure pursuant to section 365 of the Bankruptcy Code and Claims that the Debtors seek to have determined by the Bankruptcy Court, shall in all cases be determined by the Bankruptcy Court.

For the avoidance of doubt, there is no requirement to File a Proof of Claim (or move the Bankruptcy Court for allowance) to be an Allowed Claim, as applicable, under the Plan, except to the extent a Claim is a Lease Rejection Claim. Notwithstanding the foregoing, Entities must File Cure objections as set forth in Article V.C of the Plan to the extent such Entity disputes the amount of the Cure paid or proposed to be paid by the Debtors or the Reorganized Debtors to a counterparty. Except as otherwise provided herein, all Proofs of Claim Filed after the Effective Date shall be disallowed and forever barred, estopped, and enjoined from assertion, and shall not be enforceable against any Reorganized Debtor, without the need for any objection by the Reorganized Debtors or any further notice to or action, order, or approval of the Bankruptcy Court.

B. *Allowance of Claims*

After the Effective Date and subject to the terms of this Plan, each of the Reorganized Debtors shall have and retain any and all rights and defenses such Debtor had with respect to any Claim or Interest immediately prior to the Effective Date. The Debtors may affirmatively determine to deem Unimpaired Claims Allowed to the same extent such Claims would be allowed under applicable non-bankruptcy law.

C. *Claims Administration Responsibilities*

Except as otherwise specifically provided in the Plan, after the Effective Date, the Reorganized Debtors shall have the sole authority: (1) to File, withdraw, or litigate to judgment, objections to Claims or Interests; (2) to settle or compromise any Disputed Claim or Interest without any further notice to or action, order, or approval by the Bankruptcy Court or the CCAA Court; and (3) to administer and adjust the Claims Register to reflect any such settlements or

compromises without any further notice to or action, order, or approval by the Bankruptcy Court or the CCAA Court. For the avoidance of doubt, except as otherwise provided herein, from and after the Effective Date, each Reorganized Debtor shall have and retain any and all rights and defenses such Debtor had immediately prior to the Effective Date with respect to any Disputed Claim or Interest, including the Causes of Action retained pursuant to the Plan.

Any objections to Claims and Interests other than General Unsecured Claims (excluding Lease Rejection Claims) must be served and Filed on or before the 120th day after the Effective Date or by such later date as ordered by the Bankruptcy Court. All Claims and Interests other than General Unsecured Claims (excluding Lease Rejection Claims) not objected to by the end of such 120-day period shall be deemed Allowed unless such period is extended upon approval of the Bankruptcy Court.

Any objections to Lease Rejection Claims must be served and Filed on or before the 120th day after the Effective Date or by such later date as ordered by the Bankruptcy Court. All Lease Rejection Claims not objected to by the end of such 120-day period shall be deemed Allowed unless such period is extended upon approval of the Bankruptcy Court.

Notwithstanding the foregoing, the Debtors and Reorganized Debtors shall be entitled to dispute and/or otherwise object to any General Unsecured Claim in accordance with applicable nonbankruptcy law. If the Debtors, or Reorganized Debtors dispute any General Unsecured Claim, such dispute shall be determined, resolved, or adjudicated, as the case may be, in the manner as if the Chapter 11 Cases had not been commenced. In any action or proceeding to determine the existence, validity, or amount of any General Unsecured Claim, any and all claims or defenses that could have been asserted by the applicable Debtor(s) or the Entity holding such General Unsecured Claim are preserved as if the Chapter 11 Cases and the CCAA Proceeding had not been commenced.

D. *Adjustment to Claims without Objection*

If applicable, any duplicate Claim or Interest, any Claim or Interest that has been paid or satisfied, or any Claim or Interest that has been amended or superseded, cancelled or otherwise expunged (including pursuant to the Plan or the Confirmation Orders), may be adjusted or expunged (including on the Claims Register, to the extent applicable) by the Reorganized Debtors without having to File an application, motion, complaint, objection, or any other legal proceeding seeking to object to such Claim or Interest and without any further notice to or action, Order, or approval of the Bankruptcy Court or the CCAA Court.

E. *Disallowance of Claims or Interests*

All Claims and Interests of any Entity from which property is sought by the Debtors under sections 542, 543, 550, or 553 of the Bankruptcy Code or that the Debtors or the Reorganized Debtors allege is a transferee of a transfer that is avoidable under sections 522(f), 522(h), 544, 545, 547, 548, 549, or 724(a) of the Bankruptcy Code shall be disallowed if: (1) the Entity, on the one hand, and the Debtors or the Reorganized Debtors, as applicable, on the other hand, agree or the Bankruptcy Court has determined by Final Order that such Entity or transferee is liable to turn over any property or monies under any of the aforementioned sections of the Bankruptcy Code;

and (2) such Entity or transferee has failed to turn over such property by the date set forth in such agreement or Final Order.

F. *No Distributions Pending Allowance*

Notwithstanding any other provision of this Plan, if any portion of a Claim is a Disputed Claim, as applicable, no payment or distribution provided hereunder shall be made on account of such Claim or Interest unless and until such Disputed Claim becomes an Allowed Claim.

G. *Distributions After Allowance*

To the extent that a Disputed Claim ultimately becomes an Allowed Claim, distributions (if any) shall be made to the Holder of such Allowed Claim in accordance with the provisions of this Plan. As soon as reasonably practicable after the date that the Order or judgment of the Bankruptcy Court Allowing any Disputed Claim becomes a Final Order, the Distribution Agent shall provide to the Holder of such Claim the distribution (if any) to which such Holder is entitled under the Plan as of the Effective Date, without any interest, dividends, or accruals to be paid on account of such Claim.

**ARTICLE VII.
PROVISIONS GOVERNING DISTRIBUTIONS**

A. *Timing and Calculation of Amounts to Be Distributed*

Unless otherwise provided in this Plan or the Confirmation Orders, on the Effective Date (or, if a Claim or Interest is not an Allowed Claim on the Effective Date, on the date that such Claim or Interest becomes Allowed or as soon as reasonably practicable thereafter), each Holder of an Allowed Claim shall be entitled to receive the full amount of the distributions that this Plan provides for Allowed Claims in each applicable Class and in the manner provided in this Plan. If and to the extent that there are Disputed Claims, distributions on account of any such Disputed Claims (which will only be made if and when they become Allowed Claims) shall be made pursuant to the provisions set forth in Article VI. Except as otherwise expressly provided in the Plan, Holders of Claims and Interests shall not be entitled to interest, dividends, or accruals on the distributions provided for in the Plan, regardless of whether such distributions are delivered on or at any time after the Effective Date. The Debtors shall have no obligation to recognize any transfer of Claims against any Debtor or privately held Interests occurring on or after the Distribution Record Date. Distributions to Holders of Claims or Interests related to publicly held Securities shall be made to such Holders in exchange for such Securities, which shall be deemed canceled as of the Effective Date.

B. *Distribution Agent*

Except as otherwise provided in the Plan, all distributions under the Plan shall be made by the Distribution Agent on the Effective Date or as soon as reasonably practicable thereafter. The Distribution Agent may hire professionals or consultants to assist with making disbursements. The Distribution Agent shall not be required to give any bond or surety or other security for the performance of its duties unless otherwise ordered by the Bankruptcy Court.

C. *Distribution Record Date*

On the Effective Date, the Claims Register shall be closed and the Distribution Agent shall be authorized and entitled to recognize only those record Holders, if any, listed on the Claims Register as of the close of business on the Distribution Record Date. The Distribution Agent shall have no obligation to recognize any transfer of Claims occurring on or after the Distribution Record Date. In addition, with respect to payment of any Cure Claims or disputes over any Cure Claims, neither the Debtors nor the Distribution Agent shall have any obligation to recognize or deal with any party other than the non-Debtor party to the applicable Executory Contract or Unexpired Lease as of the Effective Date, even if such non-Debtor party has sold, assigned, or otherwise transferred its Cure Claim.

D. *Rights and Powers of Distribution Agent*

1. Powers of Distribution Agent

The Distribution Agent shall be empowered to: (a) effect all actions and execute all agreements, instruments, and other documents necessary to perform its duties under the Plan; (b) make all distributions contemplated hereby; (c) employ professionals to represent it with respect to its responsibilities; and (d) exercise such other powers as may be vested in the Distribution Agent by Order of the Bankruptcy Court or the CCAA Court, pursuant to the Plan, or as deemed by the Distribution Agent to be necessary and proper to implement the provisions hereof.

2. Expenses Incurred On or After the Effective Date

Except as otherwise ordered by the Bankruptcy Court and subject to the prior consent of the Reorganized Debtors, the amount of any reasonable and documented fees and out-of-pocket expenses incurred by the Distribution Agent on or after the Effective Date (including taxes) and any reasonable compensation and out-of-pocket expense reimbursement claims (including reasonable attorney fees and expenses) made by the Distribution Agent shall be paid in Cash by the Reorganized Debtors in the ordinary course.

E. *Delivery of Distributions and Undeliverable or Unclaimed Distributions*

1. Delivery of Distributions

Except as otherwise provided herein, the Distribution Agent shall make distributions to Holders of Allowed Claims (as applicable) as of the Distribution Record Date at the address for each such Holder as indicated on the Debtors' records as of the date of any such distribution; *provided*, that the manner of such distributions shall be determined at the discretion of the Reorganized Debtors.

2. Minimum Distributions

No fractional shares of New Common Equity shall be distributed and no Cash shall be distributed in lieu of such fractional amounts. When any distribution pursuant to the Plan on

account of an Allowed Claim would otherwise result in the issuance of a number of shares of New Common Equity that is not a whole number, the actual distribution of shares of New Common Equity shall be rounded as follows: (a) fractions of greater than one-half (1/2) shall be rounded to the next higher whole number and (b) fractions of one-half (1/2) or less than one-half (1/2) shall be rounded to the next lower whole number with no further payment therefor. The total number of authorized shares of New Common Equity to be distributed to Holders of Allowed Claims hereunder may be adjusted by the Debtors, with the consent of the Required Consenting Senior Lenders, as necessary to account for the foregoing rounding.

No payment of fractional cents shall be made pursuant to the Plan, including to Holders of Allowed General Unsecured Claims by the Distribution Agent. Whenever any payment of a fraction of a cent under the Plan would otherwise be required, the distribution shall reflect a rounding of such fraction to the nearest whole penny, rounded down to the next lower whole cent. Claimants whose aggregate distributions total less than \$100 shall not be entitled to a distribution under this Plan.

3. Undeliverable Distributions and Unclaimed Property

In the event that any distribution to any Holder of an Allowed Claim is returned as undeliverable, no distribution to such Holder shall be made unless and until the Distribution Agent has determined the then-current address of such Holder, at which time such distribution shall be made to such Holder without interest; *provided*, that such distributions shall be deemed unclaimed property under section 347(b) of the Bankruptcy Code at the expiration of the later of (i) six months from the Effective Date, and (ii) the date of distribution. After such date, all unclaimed property or interests in property shall revert to the Reorganized Debtors automatically and without need for a further Order by the Bankruptcy Court (notwithstanding any applicable federal, provincial, or state escheat, abandoned, or unclaimed property laws to the contrary), and the Claim or Interest of any Holder to such property or interest in property shall be discharged and forever barred. The Reorganized Debtors and the Distribution Agent shall have no obligation to attempt to locate any Holder of an Allowed Claim other than by reviewing the Debtors' books and records and the Bankruptcy Court's filings.

Checks issued on account of Allowed Claims shall be null and void if not negotiated within 180 calendar days from and after the date of issuance thereof. Requests for reissuance of any check must be made directly and in writing to the Distribution Agent by the Holder of the relevant Allowed Claim within the 180-calendar day period. After such date, the relevant Allowed Claim (and any Claim for reissuance of the original check), as applicable, shall be automatically discharged and forever barred, and such funds shall revert to the Reorganized Debtors (notwithstanding any applicable federal, provincial, state or other jurisdiction escheat, abandoned, or unclaimed property laws to the contrary).

F. *Manner of Payment*

At the option of the Distribution Agent, any Cash distribution to be made hereunder may be made by check, wire transfer, automated clearing house, or credit card, or as otherwise required or provided in applicable agreements.

G. *No Postpetition Interest on Claims*

Unless otherwise specifically provided for herein or by Order of the Bankruptcy Court, including the DIP Orders, postpetition interest shall not accrue or be paid on Claims, and no Holder of a Claim shall be entitled to interest accruing on or after the Petition Date on any Claim or right. Additionally, and without limiting the foregoing, interest shall not accrue or be paid on any Disputed Claim with respect to the period from the Effective Date to the date a final distribution is made on account of such Disputed Claim, if and when such Disputed Claim becomes an Allowed Claim.

H. *Compliance with Tax Requirements*

In connection with this Plan, to the extent applicable, the Debtors, the Reorganized Debtors, or the Distribution Agent, as applicable, shall comply with all tax withholding and reporting requirements imposed on them by any Governmental Unit, and all distributions pursuant to this Plan shall be subject to such withholding and reporting requirements. Notwithstanding any provision in this Plan to the contrary, such parties shall be authorized to take all actions necessary or appropriate to comply with such withholding and reporting requirements, including liquidating a portion of the distributions to be made under this Plan to generate sufficient funds to pay applicable withholding taxes, withholding distributions pending receipt of information necessary to facilitate such distributions, or establishing any other mechanisms they believe are reasonable and appropriate. The Debtors, the Reorganized Debtors, or the Distribution Agent, as applicable, reserve the right to allocate all distributions made under this Plan in compliance with applicable wage garnishments, alimony, child support, and other spousal awards, liens, and encumbrances. Any amounts withheld pursuant to the Plan and timely paid to the appropriate Governmental Unit shall be deemed to have been distributed to the applicable recipient for all purposes of the Plan to the extent permitted by applicable Law. All Persons holding Claims against any Debtor shall, upon written request, be required to provide any information reasonably necessary (including applicable IRS Form W-8 or W-9) for the Debtors, the Reorganized Debtors, or the Distribution Agent, as applicable to comply with all tax withholding and reporting requirements imposed on them by any Governmental Unit.

Notwithstanding any other provision of the Plan to the contrary, each Holder of an Allowed Claim that is to receive a distribution under this Plan shall have the sole and exclusive responsibility for the satisfaction and payment of any tax obligations imposed on such Holder by any Governmental Unit, including income, withholding, and other tax obligations, on account of such distribution.

I. *Allocations*

Distributions in respect of Allowed Claims shall be allocated first to the principal amount of such Claims (as determined for federal income tax purposes) and then, to the extent the consideration exceeds the principal amount of the Claims, to any portion of such Claims for accrued but unpaid interest. Certain legislative history indicates that an allocation of consideration as between principal and interest provided in a chapter 11 plan of reorganization is binding for U.S. federal income tax purposes.

J. *Foreign Currency Exchange Rate*

Except as otherwise provided in a Bankruptcy Court Order, as of the Effective Date, any Claim asserted in currency other than U.S. dollars shall be automatically deemed converted to the equivalent U.S. dollar value using the exchange rate for the applicable currency as published in The Wall Street Journal, National Edition, as of the Petition Date.

K. *Setoffs and Recoupment*

Except as expressly provided in the DIP Orders, the Confirmation Order, and this Plan, each Debtor or Reorganized Debtor, as applicable, may, pursuant to section 553 of the Bankruptcy Code, set off and/or recoup against any payments or distributions to be made pursuant to this Plan on account of any Allowed Claim, any and all claims, rights, and Causes of Action that such Reorganized Debtor may hold against the Holder of such Allowed Claim; *provided*, that neither the failure to effectuate a setoff or recoupment nor the allowance of any Claim hereunder shall constitute a waiver or release by a Debtor or Reorganized Debtor or its successor of any and all claims, rights, and Causes of Action that such Debtor or Reorganized Debtor or its successor may possess against the applicable Holder.

Notwithstanding anything to the contrary herein and the automatic stay, nothing shall modify the rights, if any, of any Holder of Allowed Claims or any current or former party to an Executory Contract or Unexpired Lease to assert any right of setoff or recoupment that such party may have under applicable bankruptcy or non-bankruptcy law with respect to undisputed amounts owing to or held by it, including (1) the ability, if any, of such parties to setoff or recoup a security deposit held pursuant to the terms of their Unexpired Leases with the Debtors or any successors to the Debtors under the Plan; (2) assertion of rights of setoff or recoupment, if any, in connection with Claims reconciliation; or (3) assertion of setoff or recoupment as a defense, if any, to any claim or action by the Debtors, the Reorganized Debtors, or any successors to the Debtors.

L. *Claims Paid or Payable by Third Parties*

1. Claims Paid by Third Parties

The Debtors or the Reorganized Debtors, as applicable, shall reduce a Claim, and such Claim (or portion thereof) shall be Disallowed without a Claims objection having to be Filed and without any further notice to or action, Order, or approval of the Bankruptcy Court, to the extent that the Holder of such Claim receives payment on account of such Claim from a party that is not a Debtor or a Reorganized Debtor. Subject to the last sentence of this paragraph, to the extent a Holder of a Claim receives a distribution on account of such Claim and also receives payment from a party that is not a Debtor or a Reorganized Debtor on account of such Claim, such Holder shall, within fourteen days of receipt thereof, repay or return the distribution to the applicable Reorganized Debtor, to the extent the Holder's total recovery on account of such Claim from the third party and under the Plan exceeds the amount of such Claim as of the date of any such distribution under the Plan. The failure of such Holder to timely repay or return such distribution shall result in the Holder owing the applicable Reorganized Debtor annualized interest at the Federal Judgment Rate on such amount owed for each Business Day after the fourteen day grace period specified above until the amount is repaid.

2. Claims Payable by Third Parties

No distributions under the Plan shall be made on account of an Allowed Claim that is payable pursuant to one of the Debtors' or Reorganized Debtors' insurance policies, as applicable, until the Holder of such Allowed Claim has exhausted all remedies with respect to such insurance policy. To the extent that one or more of the Debtors' insurers agrees to satisfy in full or in part a Claim against any Debtor, then immediately upon such insurers' agreement, the applicable portion of such Claim may be expunged without a Claims objection having to be Filed and without any further notice to or action, Order, or approval of the Bankruptcy Court or the CCAA Court.

3. Applicability of Insurance Policies

Except as otherwise provided in this Plan, distributions to Holders of Allowed Claims shall be in accordance with the provisions of any applicable insurance policy. Except as otherwise provided in the Plan or the Confirmation Orders, nothing contained in the Plan shall constitute or be deemed a waiver of any Cause of Action that the Debtors or any Entity may hold against any other Entity, including insurers under any policies of insurance, nor shall anything contained herein constitute or be deemed a waiver by such insurers of any defenses, including coverage defenses, held by such insurers.

M. *Antitrust and Foreign Investment Approvals*

Any New Common Equity to be distributed under this Plan to any Entity shall not be distributed until all Antitrust and Foreign Investment Approvals have been obtained, unless it has first been confirmed by the relevant competent regulator or governmental authority that such distribution will not infringe any waiting period or standstill obligation pursuant to any Antitrust Laws or Foreign Investment laws.

ARTICLE VIII. RELEASE, INJUNCTION AND RELATED PROVISIONS

A. *Discharge of Claims and Termination of Interests*

Pursuant to section 1141(d) of the Bankruptcy Code, and except as otherwise specifically provided in this Plan, the Confirmation Orders or in any contract, instrument, or other agreement or document created pursuant to this Plan or the Confirmation Orders, including the Plan Supplement and Definitive Documents, the distributions, rights, and treatments that are provided in this Plan or the Confirmation Orders shall be in complete satisfaction, discharge, and release, effective as of the Effective Date, of Claims (including Intercompany Claims that the Debtors resolve or compromise after the Effective Date) against, Interests in, and Causes of Action against the Debtors or the Reorganized Debtors of any nature whatsoever, including any interest accrued on Claims or Interests from and after the Petition Date, whether known or unknown, against liabilities of, Liens on, obligations of, rights against, and interests in, the Debtors or any of their assets or properties, regardless of whether any property shall have been distributed or retained pursuant to this Plan and the Confirmation Orders on account of such Claims or Interests, including demands, Liabilities and Causes of Action that arose before the Effective Date, any contingent or non-contingent liability on account of representations or warranties issued on or before the Effective Date, and all debts of the kind specified in sections 502(g), 502(h) or 502(i) of the

Bankruptcy Code, in each case, whether or not (1) a Proof of Claim based upon such debt or right is Filed or deemed Filed pursuant to section 501 of the Bankruptcy Code, (2) a Claim or Interest based upon such debt, right, or Interest is Allowed pursuant to section 502 of the Bankruptcy Code, or (3) the Holder of such a Claim or Interest has accepted this Plan. Any default or “event of default” by the Debtors or Affiliates with respect to any Claim or Interest that existed immediately before or on account of the Filing of the Chapter 11 Cases shall be deemed cured (and no longer continuing) as of the Effective Date. The Confirmation Order shall be a judicial determination of the discharge of all Claims against, Causes of Action against, and Interests in the Debtors or the Reorganized Debtors, subject to the occurrence of the Effective Date.

B. *Release of Liens*

Except as otherwise specifically provided in this Plan, in any Definitive Document, or in any other contract, instrument, release, or other agreement or document amended or created pursuant to the Plan, including the Exit Term Loan Credit Documents (including in connection with any express written amendment of any Lien, pledge, or other security interest under the Exit Term Loan Credit Documents), on the Effective Date, all Liens, pledges, or other security interests against any property of the Estates shall be fully released and discharged, and all of the right, title, and interest of any Holder of such Liens, pledges, or other security interests shall revert to the Reorganized Debtors and their successors and assigns, in each case, without any further approval or Order of the Bankruptcy Court or the CCAA Court and without any action or Filing being required to be made by the Debtors. Any Holder of such a Secured Claim (and the applicable Prepetition Agents for such Holder, if any) shall be authorized and directed, at the sole cost and expense of the Reorganized Debtors, to release any collateral or other property of any Debtor (including any cash collateral and possessory collateral) held by such Holder (and the applicable Prepetition Agents), and to take such actions as may be reasonably requested by the Reorganized Debtors to evidence the release of such Liens and/or security interests, including as required under the PPSA or laws of other jurisdictions for non-U.S. security interests and including the execution, delivery, and filing or recording of such releases, and shall authorize the Reorganized Debtors to file UCC-3 termination statements or PPSA discharges (to the extent applicable) with respect thereto. The presentation or filing of the Confirmation Orders to or with any federal, state, provincial, or local agency, records office, or department shall constitute good and sufficient evidence of, but shall not be required to effect, the termination of such Liens.

To the extent that any Holder of a Secured Claim that has been satisfied or discharged in full pursuant to the Plan, or any Prepetition Agent for such Holder, has filed or recorded publicly any Liens and/or security interests to secure such Holder’s Secured Claim, then as soon as practicable on or after the Effective Date, such Holder (or the Prepetition Agent for such Holder) shall take any and all steps requested by the Debtors or the Reorganized Debtors that are necessary or desirable to record or effectuate the cancellation and/or extinguishment of such Liens and/or security interests, including the making of any applicable filings or recordings, and the Reorganized Debtors shall (a) pay the reasonable and documented fees and expenses of the applicable Prepetition Agents, in each case including local and foreign counsel, to the extent payable under the DIP Credit Agreement

or the Prepetition Credit Agreements, as applicable, in connection with the foregoing and (b) be entitled to make any such filings or recordings on such Holder's behalf.

C. *Debtor Release*

Notwithstanding anything else contained herein to the contrary, to the fullest extent permitted by applicable law and approved by the Bankruptcy Court, pursuant to section 1123(b) of the Bankruptcy Code and Bankruptcy Rule 9019 and in exchange for good and valuable consideration, the adequacy of which is hereby confirmed, on and after the Effective Date, each Released Party is deemed to be, and hereby is conclusively, absolutely, unconditionally, irrevocably, finally, and forever released and discharged by each and all of the Debtors, the Reorganized Debtors, and their Estates, including any successors to the Debtors or any Estate's representative appointed or selected pursuant to section 1123(b)(3) of the Bankruptcy Code, in each case on behalf of themselves and their respective successors, assigns, and representatives, and any and all other Entities who may purport to assert any Claim or Cause of Action, directly or derivatively, by, through, for, or because of the foregoing Entities, from any and all Claims and Causes of Action, including any derivative Claims asserted or assertable on behalf of the Debtors, whether known or unknown, foreseen or unforeseen, asserted or unasserted, matured or unmatured, liquidated or unliquidated, fixed or contingent, accrued or unaccrued, existing or hereafter arising, in law, equity, contract, tort, or otherwise, that the Debtors, the Reorganized Debtors, or their Estates would have been legally entitled to assert in their own right (whether individually or collectively) or on behalf of the Holder of any Claim or Cause of Action against, or Interest in, a Debtor or other Entity, based on or relating to, or in any manner arising from, in whole or in part, the Debtors, the Reorganized Debtors, or their Estates (including the Debtors' capital structure, management, ownership, assets, or operation thereof), the purchase, sale, or rescission of any Security of the Debtors or the Reorganized Debtors, the assertion or enforcement of rights and remedies against the Debtors, the subject matter of, or the transactions or events giving rise to, any Claim, Causes of Action, or Interest that is treated in this Plan, the business or contractual arrangements between any Debtor and any Released Party, the Debtors' in- or out-of-court restructuring efforts, intercompany transactions between or among a Debtor or an Affiliate of a Debtor and another Debtor or an Affiliate of a Debtor, the Chapter 11 Cases, the CCAA Proceeding, the DIP Facility, the Prepetition Credit Agreements, the formulation, preparation, dissemination, negotiation, or Filing of the Restructuring Support Agreement, the Disclosure Statement, the DIP Equitization, the Exit Term Loan Facility, this Plan (including, for the avoidance of doubt, the Plan Supplement), or any aspect of the Restructuring Transactions, including any contract, instrument, release, or other agreement or document created or entered into in connection with the Restructuring Support Agreement, the DIP Facility, the Disclosure Statement, the Exit Term Loan Facility, this Plan, the Confirmation Order, the Chapter 11 Cases, the CCAA Proceeding, the CCAA Documents, the Filing of the Chapter 11 Cases, the commencement of the CCAA Proceeding, the pursuit of Confirmation, the pursuit of Consummation, the administration and implementation of this Plan, any action or actions taken in furtherance of or consistent with the administration of this Plan, including the issuance or distribution of Securities pursuant to this Plan, or the distribution of property under this Plan or any other related agreement, or upon any other act or omission, transaction, agreement, event, or other occurrence taking

place on or before the Effective Date related or relating to any of the foregoing, including the 2022 Financing Transactions, the Financing Litigation, and the settlement thereof upon the Junior Lien Financing Litigation Parties' (or their designee(s)) receipt of the Consenting Junior Lenders' Fee Consideration of the Effective Date, including pursuant to the Plan Settlement.

Notwithstanding anything contained herein to the contrary, the foregoing release does not release (1) any post-Effective Date obligations of any party or Entity under the Plan, any act occurring after the Effective Date with respect to the Restructuring Transactions, the obligations arising under Definitive Document to the extent imposing obligations arising after the Effective Date (including those set forth in the Plan Supplement), or other document, instrument, or agreement executed to implement the Plan, (2) the rights of Holders of Allowed Claims to receive distributions under this Plan, (3) any Cause of Action included on the Schedule of Retained Causes of Action, (4) any Claim, Cause of Action, or defense related to the failure to execute an agreed upon amendment to any Executory Contract or Unexpired Lease to the extent such issue is not resolved prior to the Effective Date, or (5) any Claim or Cause of Action arising from an act or omission that is judicially determined by a Final Order to have constituted actual fraud, gross negligence, willful misconduct or criminal conduct.

Entry of the Confirmation Order shall constitute the Bankruptcy Court's approval, pursuant to Bankruptcy Rule 9019, of the terms by which matters are subject to a compromise and settlement, including the Debtor Releases in Article VIII.C, which includes by reference each of the related provisions and definitions contained in this Plan, and, further, shall constitute the Bankruptcy Court's finding that the Debtor Releases in Article VIII.C are: (1) essential to Confirmation of this Plan; (2) an exercise of the Debtors' business judgment; (3) in exchange for the good and valuable consideration provided by the Released Parties, including the Released Parties' contributions to facilitating the Restructuring Transactions and implementing this Plan; (4) a good-faith settlement and compromise of the Claims and Causes of Action released by the Debtor Releases in Article VIII.C; (5) in the best interests of the Debtors, their Estates, and all Holders of Claims and Interests; (6) fair, equitable, and reasonably given and made after due notice and opportunity for a hearing; and (7) a bar to any of the Debtors, the Reorganized Debtors, or the Debtors' Estates asserting any Claim or Cause of Action released pursuant to the Debtor Releases in Article VIII.C.

D. *Third-Party Release*

Except as otherwise expressly set forth in this Plan or the Confirmation Orders, on and after the Effective Date, pursuant to Bankruptcy Rule 9019 and to the fullest extent permitted by applicable law and approved by the Bankruptcy Court and the CCAA Court, pursuant to section 1123(b) of the Bankruptcy Code, in exchange for good and valuable consideration, the adequacy of which is hereby confirmed, each Released Party is deemed to be, and hereby is conclusively, absolutely, unconditionally, irrevocably, finally, and forever released and discharged by each Releasing Party (in each case on behalf of themselves and their respective successors, assigns, and representatives, and any and all other Entities who

may purport to assert any Claim or Cause of Action, directly or derivatively, by, through, for, or because of the foregoing Entities) from any and all Claims and Causes of Action, including any derivative Claims asserted or assertable on behalf of the Debtors, whether known or unknown, foreseen or unforeseen, asserted or unasserted, matured or unmatured, liquidated or unliquidated, fixed or contingent, accrued or unaccrued, existing or hereafter arising, in law, equity, contract, tort, or otherwise that such Entity would have been legally entitled to assert in their own right (whether individually or collectively) or on behalf of the Holder of any Claim or Cause of Action against, or Interest in, a Debtor based on or relating to, or in any manner arising from, in whole or in part, the Debtors (including the Debtors' capital structure, management, ownership, assets, or operation thereof), the purchase, sale, or rescission of any security of the Debtors or the Reorganized Debtors, the subject matter of, or the transactions or events giving rise to, any Claim, Cause of Action, or Interest that is treated in this Plan, the business or contractual arrangements between any Debtor and any Released Party, the Debtors' in- or out-of-court restructuring efforts, intercompany transactions between or among a Debtor or an Affiliate of a Debtor and another Debtor or an Affiliate of a Debtor, the Chapter 11 Cases, the CCAA Proceeding, the DIP Facility, the Prepetition Credit Agreements, the formulation, preparation, dissemination, negotiation, or Filing of the Restructuring Support Agreement, the Disclosure Statement, the DIP Equitization, the Exit Term Loan Facility, this Plan (including, for the avoidance of doubt, the Plan Supplement), or any aspect of the Restructuring Transactions, including any contract, instrument, release, or other agreement or document created or entered into in connection with the Restructuring Support Agreement, the DIP Facility, the Disclosure Statement, the Exit Term Loan Facility, this Plan, the Confirmation Order, the Chapter 11 Cases, the CCAA Proceeding, the Filing of the Chapter 11 Cases, the commencement of the CCAA Proceeding, the pursuit of Confirmation, the pursuit of Consummation, the administration and implementation of this Plan, any action or actions taken in furtherance of or consistent with the administration of this Plan, including the issuance or distribution of Securities pursuant to this Plan, or the distribution of property under this Plan or any other related agreement, or upon any other act or omission, transaction, agreement, event, or other occurrence taking place on or before the Effective Date related or relating to any of the foregoing, including the 2022 Financing Transactions, the Financing Litigation, and the settlement thereof upon the Junior Lien Financing Litigation Parties' (or their designee(s)) receipt of the Consenting Junior Lenders' Fee Consideration on the Effective Date, including pursuant to the Plan Settlement.

Notwithstanding anything contained herein to the contrary, the foregoing release does not release (1) any post-Effective Date obligations of any party or Entity under the Plan, any act occurring after the Effective Date with respect to the Restructuring Transaction, the obligations arising under Definitive Document to the extent imposing obligations arising after the Effective Date (including those set forth in the Plan Supplement), or other document, instrument, or agreement executed to implement the Plan, (2) the rights of Holders of Allowed Claims to receive distributions under this Plan, (3) the rights of any current employee of the Debtors under any employment agreement or plan, (4) the rights of the Debtors with respect to any confidentiality provisions or covenants restricting competition in favor of the Debtors under any employment agreement with a current or former employee of the Debtors, (5) any Claim, Cause of Action, or defense related to the

failure to execute an agreed upon amendment to any Executory Contract or Unexpired Lease to the extent such issue is not resolved prior to the Effective Date, or (6) any Claim or Cause of Action arising from an act or omission that is judicially determined by a Final Order to have constituted actual fraud, gross negligence, willful misconduct or criminal conduct.

Entry of the Confirmation Order shall constitute the Bankruptcy Court's approval, pursuant to Bankruptcy Rule 9019, of the terms by which matters are subject to a compromise and settlement, including the Debtor Releases in Article VIII.C, which includes by reference each of the related provisions and definitions contained in this Plan, and, further, shall constitute the Bankruptcy Court's finding that the Third-Party Releases in this Article VIII.D are: (1) essential to Confirmation of this Plan; (2) in exchange for the good and valuable consideration provided by the Released Parties, including the Released Parties' contributions to facilitating the Restructuring Transactions and implementing this Plan; (3) a good-faith settlement and compromise of the Claims and Causes of Action released by the Third-Party Releases in this Article VIII.D; (4) in the best interests of the Debtors and their Estates and all Holders of Claims and Interests; (5) fair, equitable, and reasonably given and made after due notice and opportunity for a hearing; and (6) a bar to any of the Releasing Parties asserting any Claim or Cause of Action released pursuant to the Third-Party Releases in this Article VIII.D.

E. *Exculpation*

Except as otherwise specifically provided in this Plan, no Exculpated Party shall have or incur liability for, and each Exculpated Party is hereby released and exculpated from, any Cause of Action or Claim whether direct or derivate related to any act or omission in connection with, relating to, or arising out of the Chapter 11 Cases and the CCAA Proceeding from the Petition Date to or on the Effective Date, the formulation, preparation, dissemination, negotiation, or Filing of the Restructuring Support Agreement, the Disclosure Statement, the DIP Equitization, the Exit Term Loan Facility, this Plan, the Plan Supplement, or any transaction related to the Restructuring Transactions, any contract, instrument, release, or other agreement or document created or entered into before or during the Chapter 11 Cases or the CCAA Proceeding in connection with the Restructuring Transactions, any preference, fraudulent transfer, or other avoidance Claim arising pursuant to chapter 5 of the Bankruptcy Code or other applicable law, the Filing of the Chapter 11 Cases or the commencement of the CCAA Proceeding, the pursuit of Confirmation, the pursuit of Consummation, the administration and implementation of this Plan, including the issuance of Securities pursuant to this Plan, or the distribution of property under this Plan or any other related agreement, or upon any other act or omission, transaction, agreement, event, or other occurrence taking place on or before the Effective Date related or relating to any of the foregoing, except for Claims related to any act or omission that is determined in a Final Order to have constituted willful misconduct, gross negligence, or actual fraud, but in all respects such Exculpated Parties shall be entitled to reasonably rely upon the advice of counsel with respect to their duties and responsibilities pursuant to this Plan and the Confirmation Orders.

The Exculpated Parties set forth above have, and upon Confirmation of this Plan shall be deemed to have, participated in good faith and in compliance with applicable law with respect to the solicitation of votes and distribution of consideration pursuant to this Plan and, therefore, are not and shall not be liable at any time for the violation of any applicable law, rule, or regulation governing the solicitation of acceptances or rejections of this Plan or such distributions made pursuant to this Plan.

F. *Injunction*

Upon entry of the Confirmation Order, all Holders of Claims and Interests and other parties in interest, along with their respective present or former employees, agents, officers, directors, principals, and Affiliates, and each of their successors and assigns, shall be enjoined from taking any actions to interfere with the implementation or Consummation of this Plan in relation to any Claim or Interest that is extinguished, discharged, or released pursuant to this Plan.

Except as otherwise expressly provided in this Plan or the Confirmation Orders, or for obligations issued or required to be paid pursuant to this Plan or the Confirmation Order, all Entities who have held, hold, or may hold Claims, Interests, or Causes of Action that have been released, discharged, or are subject to exculpation pursuant to Article VIII, are permanently enjoined, from and after the Effective Date, from taking any of the following actions against, as applicable, the Debtors, the Reorganized Debtors, the Exculpated Parties, and/or the Released Parties:

- (a) commencing, conducting, or continuing in any manner any action or other proceeding of any kind on account of or in connection with or with respect to any such Claims, Interests, or Causes of Action;
- (b) enforcing, levying, attaching, collecting, or recovering by any manner or means any judgment, award, decree, or Order against such Entities on account of or in connection with or with respect to any such Claims, Interests, or Causes of Action;
- (c) creating, perfecting, or enforcing any Lien or encumbrance of any kind against such Entities or the property or the Estates of such Entities on account of or in connection with or with respect to any such Claims, Interests, or Causes of Action;
- (d) asserting any right of setoff, subrogation, or recoupment of any kind against any obligation due from such Entities or against the property of such Entities on account of or in connection with or with respect to any such Claims, Interests, or Causes of Action unless such Holder has Filed a motion requesting the right to perform such setoff on or before the Effective Date, and notwithstanding an indication of a Claim or Interest or otherwise that such Holder asserts, has, or intends to preserve any right of setoff pursuant to applicable law or otherwise; and

- (e) commencing or continuing in any manner any action or other proceeding of any kind on account of or in connection with or with respect to any such Claims, Interests, or Causes of Action released or settled pursuant to this Plan or the Confirmation Orders.

No Person or Entity may commence or pursue a Claim or Cause of Action of any kind against the Debtors or the Exculpated Parties that relates to or is reasonably likely to relate to any act or omission in connection with, relating to, or arising out of a Claim or Cause of Action related to the Chapter 11 Cases prior to the Effective Date, the formulation, preparation, dissemination, negotiation, or Filing of the Restructuring Support Agreement, the Disclosure Statement, the DIP Equitization, the Exit Term Loan Facility, this Plan, the Plan Supplement, or any transaction related to the Restructuring, any contract, instrument, release, or other agreement or document created or entered into before or during the Chapter 11 Cases or the CCAA Proceeding in connection with the Restructuring Transactions, any preference, fraudulent transfer, or other avoidance Claim arising pursuant to chapter 5 of the Bankruptcy Code or other applicable law, the Filing of the Chapter 11 Cases or the commencement of the CCAA Proceeding, the pursuit of Confirmation, the pursuit of Consummation, the administration and implementation of this Plan, including the issuance of Securities pursuant to this Plan, or the distribution of property under this Plan or any other related agreement, or upon any other act or omission, transaction, agreement, event, or other occurrence taking place on or before the Effective Date related or relating to any of the foregoing, without regard to whether such Person or Entity is a Releasing Party, without the Bankruptcy Court (1) first determining, after notice and a hearing, that such Claim or Cause of Action represents a colorable Claim of any kind and (2) specifically authorizing such Person or Entity to bring such Claim or Cause of Action against any such Debtor or Exculpated Party.

The Bankruptcy Court will have sole and exclusive jurisdiction to adjudicate the underlying colorable Claim or Causes of Action.

Notwithstanding anything to the contrary in the foregoing, the injunction does not enjoin any party under this Plan, the Confirmation Order or under any other Definitive Document or other document, instrument, or agreement (including those attached to the Disclosure Statement or included in the Plan Supplement) executed to implement this Plan and the Confirmation Orders from bringing an action to enforce the terms of this Plan, the Confirmation Order or such document, instrument, or agreement (including those attached to the Disclosure Statement or included in the Plan Supplement) executed to implement this Plan and the Confirmation Orders. The injunction in this Plan shall extend to any successors and assigns of the Debtors and the Reorganized Debtors and their respective property and interests in property.

G. *Waiver of Statutory Limitations on Releases*

Each Releasing Party in each of the releases contained in this Plan expressly acknowledges that although ordinarily a general release may not extend to Claims that the Releasing Party does not know or suspect to exist in its favor, which if known by it may have

materially affected its settlement with the party released, each Releasing Party has carefully considered and taken into account in determining to enter into the above releases the possible existence of such unknown losses or Claims. Without limiting the generality of the foregoing, each Releasing Party expressly waives any and all rights conferred upon it by any statute or rule of law that provides that a release does not extend to Claims that the claimant does not know or suspect to exist in its favor at the time of executing the release, which if known by it may have materially affected its settlement with the Released Party. The releases contained in this Plan are effective regardless of whether those released matters are presently known, unknown, suspected or unsuspected, foreseen or unforeseen.

H. *Protection against Discriminatory Treatment*

Consistent with section 525 of the Bankruptcy Code and the Supremacy Clause of the U.S. Constitution, all Entities, including Governmental Units, shall not discriminate against the Reorganized Debtors or deny, revoke, suspend, or refuse to renew a license, Permit, charter, franchise, or other similar grant to, condition such a grant to, or discriminate with respect to such a grant against the Reorganized Debtors, or another Entity with whom the Reorganized Debtors have been associated, solely because each Debtor has been a debtor under chapter 11 of the Bankruptcy Code, may have been insolvent before the commencement of the Chapter 11 Cases (or during the Chapter 11 Cases, but before the Debtors are granted or denied a discharge), with respect to Mitel Networks Corporation, has commenced and been subject to the CCAA Proceeding, or has not paid a debt that is dischargeable in the Chapter 11 Cases.

I. *Document Retention*

On and after the Effective Date, the Reorganized Debtors may maintain documents in accordance with their standard document retention policy, as may be altered, amended, modified, or supplemented by the Reorganized Debtors.

J. *Reimbursement or Contribution*

If the Bankruptcy Court disallows a Claim for reimbursement or contribution of an Entity pursuant to section 502(e)(1)(B) of the Bankruptcy Code, then to the extent that such Claim is contingent as of the time of Allowance or Disallowance, such Claim shall be forever Disallowed and expunged notwithstanding section 502(j) of the Bankruptcy Code, unless prior to the Confirmation Date: (1) such Claim has been adjudicated as non-contingent or (2) the relevant holder of a Claim has Filed a non-contingent Proof of Claim on account of such Claim and a Final Order has been entered prior to the Confirmation Date determining such Claim as no longer contingent.

**ARTICLE IX.
CONDITIONS PRECEDENT TO
CONSUMMATION OF THIS PLAN**

A. *Conditions Precedent to the Effective Date*

It shall be a condition to Consummation of this Plan that the following conditions shall have been satisfied or waived pursuant to the provisions of Article IX.B.

- (a) the Restructuring Support Agreement shall not have been terminated, shall continue to be in full force and effect, and no event or occurrence shall have occurred that, with the passage of time or giving of notice, would give rise to the right of the Required Consenting Senior Lenders to terminate the Restructuring Support Agreement;
- (b) this Plan, as confirmed by the Confirmation Order, shall not have been amended or modified in any manner unless such amendment or modification is effectuated in accordance with the terms set forth in this Plan and the Restructuring Support Agreement;
- (c) the DIP Orders shall not have been vacated, stayed, or modified without the prior written consent of the Required Lenders (as defined in the DIP Credit Agreement);
- (d) no Default or Event of Default (each as defined in the DIP Credit Agreement or DIP Order, as applicable) shall have occurred and be continuing under the DIP Credit Agreement or the DIP Orders, as applicable, that has not been waived by the DIP Agent or cured by the Debtors in a manner consistent with the DIP Documents;
- (e) the DIP Claims shall have been indefeasibly paid in accordance with the terms of the DIP Documents;
- (f) all financing necessary for this Plan shall have been obtained, and any documents related thereto shall have been executed, delivered, and be in full force and effect (with all conditions precedent thereto, other than the occurrence of the Effective Date or certification by the Debtors that the Effective Date has occurred, having been satisfied or waived);
- (g) all Restructuring Expenses, to the extent invoiced as provided herein at least two Business Days before the Effective Date, shall have been paid in full in cash in accordance with the terms and conditions set forth in the Restructuring Support Agreement and the DIP Orders;
- (h) the Professional Fee Escrow shall have been established and funded with Cash in accordance with Article II.D.1;
- (i) (x) the Management Consulting Agreement, and any other contractual agreements by and among the Consenting Sponsor and/or its Affiliates and the Company

Parties and/or their subsidiaries, shall have been terminated in accordance with their terms, and (y) the Consenting Sponsor shall have waived and released all Claims that may arise or have arisen in relation thereto against the Company Parties and their subsidiaries, which waiver shall be in writing and in form and substance acceptable to the Required Consenting Senior Lenders;

- (j) the New Organizational Documents shall have been adopted;
- (k) all requisite filings with governmental authorities and third parties shall have become effective, and all such governmental authorities and third parties shall have approved or consented to the Restructuring Transactions, including the receipt of all Antitrust and Foreign Investment Approvals, to the extent required;
- (l) all Definitive Documents (including all documents in the Plan Supplement) to be executed, delivered, assumed, or performed upon or in connection with Consummation shall have been (or shall, contemporaneously with the occurrence of the Effective Date, be) (a) executed and in full force and effect, delivered, assumed, or performed, as the case may be, and in form and substance (i) acceptable to the Debtors and the Required Consenting Senior Lenders, and (ii) otherwise consistent with the consent rights set forth in this Plan, (b) to the extent required, filed with the applicable Governmental Units in accordance with applicable law; and (c) any conditions precedent contained in such documents shall have been satisfied or waived in accordance with the terms thereof, except with respect to such conditions that by their terms shall be satisfied substantially contemporaneously with or after Consummation of the Plan;
- (m) the Debtors shall have implemented the Restructuring Transactions and all other transactions contemplated by the Plan and the Restructuring Support Agreement in a manner consistent in all respects with the Plan and Restructuring Support Agreement;
- (n) all documents contemplated by the Restructuring Support Agreement to be executed and delivered on or before the Effective Date shall have been executed and delivered;
- (o) the Bankruptcy Court shall have entered the Scheduling Order, in form and substance acceptable to the Required Consenting Senior Lenders, which shall not have been stayed, reversed, vacated, amended, supplemented or otherwise modified, unless waived by the Required Consenting Senior Lenders;
- (p) the Assumption Order shall have been entered by the Bankruptcy Court and be a Final Order, and the NICE Settlement Agreement and Atos Settlement Agreement shall be effective;
- (q) the final version of the Plan Supplement and all of the schedules, documents, and exhibits contained therein (and any amendment thereto) shall have been Filed in a

manner consistent in all material respects with the Restructuring Support Agreement and the consent rights contained herein;

- (r) there shall not be in effect any (a) order, opinion, ruling, or other decision entered by any court or other Governmental Unit or (b) U.S. or other applicable law staying, restraining, enjoining, prohibiting, or otherwise making illegal the implementation of any of the transactions contemplated by the Plan;
- (s) the Bankruptcy Court shall have entered the Confirmation Order and any other order required to approve any Definitive Document, which shall be Final Orders, in each case in form and substance acceptable to the Required Consenting Senior Lenders; and
- (t) the CCAA Court shall have granted the Recognition Orders, each of which shall be a Final Order.

B. *Waiver of Conditions*

Any condition to the Effective Date of this Plan set forth in Article IX.A hereof may be waived, in whole or in part, by the Debtors with the prior written consent of the Required Consenting Senior Lenders, without notice, leave, or Order of the Bankruptcy Court or any formal action other than proceedings to confirm or consummate this Plan.

C. *Substantial Consummation*

“Substantial Consummation” of this Plan, as defined in 11 U.S.C. § 1101(2), shall be deemed to occur on the Effective Date.

D. *Effect of Nonoccurrence of a Condition*

If the Effective Date does not occur, then: (1) this Plan will be null and void in all respects; and (2) nothing contained in this Plan, the Disclosure Statement, or the Restructuring Support Agreement shall: (a) constitute a waiver or release of any Claims, Interests, or Causes of Action by any Entity; (b) prejudice in any manner the rights of any Debtor or any other Entity; or (c) constitute an admission, acknowledgment, offer, or undertaking of any sort by any Debtor or any other Entity.

ARTICLE X.

MODIFICATION, REVOCATION, OR WITHDRAWAL OF THIS PLAN

A. *Modification and Amendments*

Subject to certain restrictions and requirements set forth in section 1127 of the Bankruptcy Code, Bankruptcy Rule 3019 (as well as those restrictions on modifications set forth in the Plan), and otherwise consistent with the consent rights under the Restructuring Support Agreement, the Debtors reserve the right to modify this Plan (with the consent of the Required Consenting Senior Lenders and the Consenting Sponsor as it relates to any Consenting Sponsor Consent Right, such

Consenting Sponsor consent not to be unreasonably withheld, conditioned or delayed) without additional disclosure pursuant to section 1125 of the Bankruptcy Code prior to the Confirmation Date and seek Confirmation consistent with the Bankruptcy Code and, as appropriate, not re-solicit votes on such modified Plan. After the Confirmation Date and before substantial consummation of the Plan, the Debtors may initiate proceedings in the Bankruptcy Court pursuant to section 1127(b) of the Bankruptcy Code to remedy any defect or omission or reconcile any inconsistencies in the Plan, the Plan Supplement, the Disclosure Statement, or the Confirmation Order, relating to such matters as may be necessary to carry out the purposes and intent of the Plan.

After the Confirmation Date, but before the Effective Date, the Debtors may make appropriate technical adjustments and modifications to the Plan (including the Plan Supplement) with the consent of the Required Consenting Senior Lenders and the Consenting Sponsor as it relates to any Consenting Sponsor Consent Right (such Consenting Sponsor consent not to be unreasonably withheld, conditioned or delayed) without further order or approval of the Bankruptcy Court; *provided*, that such adjustments and modifications do not materially and adversely affect the treatment of Holders of Claims or Interests.

B. *Effect of Confirmation on Modifications*

Entry of the Confirmation Order shall mean that all modifications or amendments to this Plan since the solicitation thereof in accordance are approved pursuant to section 1127(a) of the Bankruptcy Code and do not require additional disclosure or re-solicitation under Bankruptcy Rule 3019.

C. *Revocation or Withdrawal of This Plan*

Subject to the consent rights under the Restructuring Support Agreement, the Debtors reserve the right to revoke or withdraw the Plan before the Confirmation Date and to File subsequent plans of reorganization. If the Debtors revoke or withdraw the Plan, or if Confirmation or Consummation does not occur, then, absent further order of the Bankruptcy Court: (1) the Plan shall be null and void in all respects; (2) any settlement or compromise not previously approved by Final Order of the Bankruptcy Court embodied in the Plan (including the fixing or limiting to an amount certain of the Claims or Interests or Classes of Claims or Interests), assumption or rejection of Executory Contracts or Unexpired Leases effected by the Plan, and any document or agreement executed pursuant to the Plan shall be deemed null and void; and (3) nothing contained in the Plan shall: (a) constitute a waiver or release of any Claims or Interests; (b) prejudice in any manner the rights of such Debtor, any Holder, any Person, or any other Entity; or (c) constitute an admission, acknowledgement, offer, or undertaking of any sort by such Debtor, any Holder, any Person, or any other Entity.

ARTICLE XI. RETENTION OF JURISDICTION

Notwithstanding the entry of the Confirmation Order and the occurrence of the Effective Date, on and after the Effective Date, the Bankruptcy Court shall retain jurisdiction over the Chapter 11 Cases and all matters arising out of, or related to, the Chapter 11 Cases, the

Confirmation Order, and this Plan pursuant to sections 105(a) and 1142 of the Bankruptcy Code, including jurisdiction to:

- (a) allow, disallow, determine, liquidate, classify, estimate, or establish the priority, Secured or unsecured status, or amount of any Claim or Interest, including the resolution of any request for payment of any Administrative Claim and the resolution of any and all objections to the Secured or unsecured status, priority, amount, or allowance of Claims or Interests;
- (b) decide and resolve all matters related to the granting and denying, in whole or in part, of any applications for allowance of compensation or reimbursement of expenses to Professionals authorized pursuant to the Bankruptcy Code, the Confirmation Order, or this Plan;
- (c) resolve any matters related to: (i) the assumption, assumption and assignment, or rejection of any Executory Contract or Unexpired Lease to which a Debtor is a party or with respect to which a Debtor may be liable in any manner and to hear, determine, and, if necessary, liquidate any Claims arising therefrom, including Cure Claims; (ii) any dispute regarding whether a contract or lease is or was executory, expired, or terminated; (iii) any potential contractual obligation under any Executory Contract or Unexpired Lease that is assumed; (iv) any other issue related to any Executory Contracts and Unexpired Leases; or (v) any dispute regarding whether the Plan or any Restructuring Transactions trigger any cross-default or change of control provision in any contract or agreement;
- (d) resolve any disputes concerning whether an Entity had sufficient notice of the Chapter 11 Cases, the Disclosure Statement, any solicitation conducted in connection with the Chapter 11 Cases, any bar date established in the Chapter 11 Cases, or any deadline for responding or objecting to any Cure Claim, in each case, for the purpose of determining whether a Claim or Interest is discharged hereunder or for any other purpose;
- (e) ensure that distributions to Holders of Allowed Claims are accomplished pursuant to the provisions of this Plan and adjudicate any and all disputes arising from or relating to distributions under this Plan or the Confirmation Order;
- (f) adjudicate, decide, or resolve any motions, adversary proceedings, contested or litigated matters, and any other matters, and grant or deny any applications involving a Debtor that may be pending on the Effective Date;
- (g) adjudicate, decide, or resolve any and all matters related to Causes of Action that may arise from or in connection with the Consummation, interpretation, or enforcement of the Plan or any Entity's obligations incurred in connection with the Plan;
- (h) adjudicate, decide, or resolve any and all matters related to section 1141 of the Bankruptcy Code;

- (i) enter and implement such Orders as may be necessary or appropriate to construe, execute, implement, or consummate the provisions of this Plan or the Confirmation Order and all contracts, instruments, releases, indentures, and other agreements or documents created or entered into in connection with this Plan, the Confirmation Order, or the Disclosure Statement;
- (j) enter and enforce any Order for the sale of property pursuant to sections 363, 1123, or 1146(a) of the Bankruptcy Code;
- (k) resolve any cases, controversies, suits, disputes, or Causes of Action that may arise in connection with the Consummation, interpretation, or enforcement of this Plan or the Confirmation Order or any Entity's obligations incurred in connection with this Plan or the Confirmation Order and the administration of the Estates;
- (l) hear and determine disputes arising in connection with the interpretation, implementation, effect, or enforcement of this Plan, the Plan Supplement, including disputes arising under agreements, documents, or instruments executed in connection with the Plan;
- (m) issue injunctions, enter and implement other Orders, or take such other actions as may be necessary or appropriate in aid of execution, implementation, or Consummation of this Plan or to restrain interference by any Entity with Consummation or enforcement of this Plan or the Confirmation Order;
- (n) resolve any matters related to the issuance of the New Common Equity;
- (o) adjudicate, decide, or resolve any cases, controversies, suits, disputes, or Causes of Action with respect to the settlements, compromises, discharges, releases, injunctions, exculpations, and other provisions contained in Article VIII, and enter such Orders as may be necessary or appropriate to implement such discharges, releases, injunctions, exculpations, and other provisions;
- (p) adjudicate, decide, or resolve any cases, controversies, suits, disputes or Causes of Action with respect to the repayment or return of distributions and the recovery of additional amounts owed by the Holder of a Claim for amounts not timely repaid pursuant to Article VII.L;
- (q) enter and implement such Orders as are necessary or appropriate if the Confirmation Order is for any reason modified, stayed, reversed, revoked, or vacated;
- (r) determine any other matters that may arise in connection with or relate to this Plan, the Disclosure Statement, the Confirmation Order, the Plan Supplement, or any contract, instrument, release, indenture, or other agreement or document created in connection with the Plan or the Disclosure Statement, including the Restructuring Support Agreement; *provided*, that the Bankruptcy Court shall not retain jurisdiction over disputes concerning documents contained in the Plan Supplement

that have a jurisdictional, forum selection, or dispute resolution clause that refers disputes to a different court or arbitration forum;

- (s) adjudicate any and all disputes arising from or relating to distributions under this Plan or any transactions contemplated thereby;
- (t) adjudicate, decide, or resolve any and all matters related to the Restructuring Transaction;
- (u) consider any modifications of this Plan to cure any defect or omission or to reconcile any inconsistency in any Bankruptcy Court Order, including the Confirmation Order;
- (v) determine requests for the payment of Claims entitled to priority pursuant to section 507 of the Bankruptcy Code;
- (w) adjudicate, decide, or resolve disputes as to the ownership of any Claim or Interest;
- (x) adjudicate, decide, or resolve all matters related to any subordinated Claim;
- (y) adjudicate, decide, or resolve matters concerning state, local, and federal taxes in accordance with sections 346, 505, and 1146 of the Bankruptcy Code;
- (z) grant any consensual request to extend the deadline for assuming or rejecting unexpired leases pursuant to section 365(d)(4) of the Bankruptcy Code;
- (aa) enforce all Orders entered by the Bankruptcy Court in connection with the Chapter 11 Cases;
- (bb) hear any other matter not inconsistent with the Bankruptcy Code;
- (cc) enter an Order concluding or closing any or all of the Chapter 11 Cases;
- (dd) enforce all orders, judgments, injunctions, releases, exculpations, indemnifications, and rulings entered in connection with the Chapter 11 Cases with respect to any Person or Entity, and resolve any cases, controversies, suits, or disputes that may arise in connection with any Person or Entity's rights arising from or obligations incurred in connection with the Plan; and
- (ee) hear and determine all disputes involving the existence, nature, scope, or enforcement of any exculpations, discharges, injunctions, and releases granted in this Plan, including under Article VIII.

Nothing herein limits the jurisdiction of the Bankruptcy Court to interpret and enforce the Plan and all contracts, instruments, releases, indentures, and other agreements or documents created in connection with the Plan, the Plan Supplement, or the Disclosure Statement, without regard to whether the controversy with respect to which such interpretation or enforcement relates may be pending in any state or other federal court of competent jurisdiction.

If the Bankruptcy Court abstains from exercising, or declines to exercise, jurisdiction or is otherwise without jurisdiction over any matter arising in, arising under, or related to the Chapter 11 Cases, including the matters set forth in this Article XI, the provisions of this Article XI shall have no effect on and shall not control, limit, or prohibit the exercise of jurisdiction by any other court having competent jurisdiction with respect to such matter.

Unless otherwise specifically provided herein or in a prior Order of the Bankruptcy Court, the Bankruptcy Court shall have exclusive jurisdiction to hear and determine disputes concerning Claims against or Interests in the Debtors that arose prior to the Effective Date.

For greater certainty, notwithstanding the foregoing, the CCAA Court shall retain jurisdiction to address all matters with respect to the CCAA Proceeding.

ARTICLE XII. MISCELLANEOUS PROVISIONS

A. *Immediate Binding Effect*

Subject to Article IX.A and notwithstanding Bankruptcy Rules 3020(e), 6004(h), or 7062 or otherwise, upon the occurrence of the Effective Date, the terms of this Plan and the final versions of the documents contained in the Plan Supplement shall be immediately effective and enforceable and deemed binding upon the Debtors, the Reorganized Debtors, any and all Holders of Claims or Interests (regardless of whether their Claims or Interests are deemed to have accepted or rejected this Plan), all Entities that are parties to or are subject to the settlements, compromises, releases, discharges and injunctions described in this Plan or the Confirmation Orders, each Entity acquiring property under this Plan or the Confirmation Orders, and any and all Entities that are parties to Executory Contracts and Unexpired Leases with the Debtors. All Claims and Interests shall be as fixed, adjusted, or compromised, as applicable, pursuant to this Plan and the Confirmation Orders, regardless of whether any such Holder of a Claim or Interest has voted on this Plan.

B. *Additional Documents*

On or before the Effective Date, the Debtors may File with the Bankruptcy Court such agreements and other documents as may be necessary or appropriate to effectuate and further evidence the terms and conditions of this Plan and the Confirmation Order. The Debtors or the Reorganized Debtors, as applicable, and all Holders of Allowed Claims receiving distributions pursuant to this Plan and the Confirmation Order and all other parties in interest shall, from time to time, prepare, execute, and deliver any agreements or documents and take any other actions as may be necessary or advisable to effectuate the provisions and intent of this Plan and the Confirmation Order.

C. *Payment of Certain Fees*

All fees due and payable before the Effective Date pursuant to section 1930(a) of the Judicial Code shall be paid by each of the Debtors or the Reorganized Debtors, as applicable, for each quarter (including any fraction thereof), until the Chapter 11 Cases are converted, dismissed, or closed, whichever occurs first; *provided*, that on and after the Effective Date, the Reorganized

Debtors shall (1) pay in full in cash when due and payable, and shall be responsible for paying, any and all such fees and interest with respect to any and all disbursements (and any other actions giving rise to such fees and interest) of the Reorganized Debtors, and (2) File in the Chapter 11 Cases (to the extent they have not yet been closed, dismissed, or converted) quarterly reports as required by the Bankruptcy Code, Bankruptcy Rules, and Local Rules, as applicable, in connection therewith. The U.S. Trustee shall not be required to file any proof of claim or request for payment for quarterly fees.

All filing fees and local counsel fees paid by any party in respect of filing under any Antitrust Laws or Foreign Investment Laws shall be borne by the Debtors.

D. *Reservation of Rights*

Except as expressly set forth in this Plan, this Plan shall have no force or effect unless the Bankruptcy Court enters the Confirmation Order, and the Confirmation Orders shall have no force or effect if the Effective Date does not occur. None of the Filing of the Plan, any statement or provision contained in the Plan, or the taking of any action by any Debtor or any other Entity with respect to the Plan, the Disclosure Statement, or the Plan Supplement shall be or shall be deemed to be an admission or waiver of any rights of any Debtor or any Entity unless and until the Effective Date has occurred.

E. *Successors and Assigns*

The rights, benefits, and obligations of any Entity named or referred to in this Plan or the Confirmation Orders shall be binding on, and shall inure to the benefit of, any heir, executor, administrator, successor or assign, Affiliate, officer, director, manager, agent, representative, attorney, beneficiary, or guardian, if any, of each Entity.

F. *Notices*

To be effective, all notices, requests, and demands to or upon the Debtors shall be in writing (including by facsimile transmission) and, unless otherwise expressly provided herein, shall be deemed to have been duly given or made when actually delivered or, in the case of notice by facsimile transmission, when received and telephonically confirmed, addressed as follows:

1. If to the Debtors or the Reorganized Debtors:

MLN US HoldCo LLC

2160 W Broadway Road, Suite 103

Mesa, Arizona 85202

Attn.: Gregory J. Hiscock, EVP Legal, General Counsel & Corporate Secretary

E-mail address: greg.hiscock@mitel.com

with copies to:

Paul, Weiss, Rifkind, Wharton & Garrison LLP

1285 Avenue of the Americas

New York, NY 10019

Attn: Paul M. Basta, John T. Weber, Shafaq Hasan, and Martin J. Salvucci

E-mail address: pbasta@paulweiss.com
jweber@paulweiss.com
shasan@paulweiss.com
msalvucci@paulweiss.com

- and -

Porter Hedges LLP

1000 Main St., 36th Floor

Houston, TX 77002

Attn.: John F. Higgins, Eric English, M. Shane Johnson, James A. Keefe, and Jack M. Eiband

Email: jhiggins@porterhedges.com
eenglish@porterhedges.com
SJohnson@porterhedges.com
JKeefe@porterhedges.com
JEiband@porterhedges.com

2. If to a Consenting Senior Lender, or a transferee thereof:

To the address set forth below the Consenting Senior Lender's signature page to the Restructuring Support Agreement (or as directed by any transferee thereof), as the case may be

With copies (which shall not constitute notice) to:

Davis Polk & Wardwell LLP

450 Lexington Avenue

New York, NY 10017

Attn.: Damian S. Schaible, Adam L. Shpeen, Michael Pera, and Katharine Somers
Email: damian.schaible@davispolk.com
adam.shpeen@davispolk.com
michael.pera@davispolk.com
kate.somers@davispolk.com

- and -

Kane Russell Coleman Logan PC
Frost Bank Tower, Suite 2100
401 Congress Ave.
Austin, Texas 78701

Attn.: Mark Taylor
Email: mtaylor@krci.com

3. If to a Consenting Junior Lender, or a transferee thereof:

To the address set forth below the Consenting Junior Lender's signature page to the Restructuring Support Agreement (or as directed by any transferee thereof), as the case may be

With copies (which shall not constitute notice) to:

Selendy Gay PLLC
1290 Avenue of the Americas
New York, NY 10104

Attn.: Jennifer Selendy, Kelley Cornish and David Coon
E-mail address: jselendy@selendygay.com
kcornish@selendygay.com
dcoon@selendygay.com

4. If to a Consenting ABL Lender, or a transferee thereof:

To the address set forth below the Consenting ABL Lender's signature page to the Restructuring Support Agreement (or as directed by any transferee thereof), as the case may be

with copies to:

Riemer Braunstein LLP
Seven Times Square, Suite 2506
New York, NY 10036

Attn.: Lon M Singer
E-mail address: lsinger@riemerlaw.com

and

Frost Brown Todd LLP
2101 Cedar Springs Road, Suite 900
Dallas, Texas 75201
Attn.: Rebecca Matthews
E-mail address: rmatthews@fbtlaw.com

5. If to a Consenting Sponsor, or a transferee thereof:

To the address set forth below the Consenting Sponsor's signature page to the Restructuring Support Agreement (or as directed by any transferee thereof), as the case may be

with copies to:

Latham & Watkins LLP
Attn.: Christopher Harris and George Klidonas
E-mail address: christopher.harris@lw.com
george.klidonas@lw.com

After the Effective Date, the Reorganized Debtors have the authority to send a notice to Entities that, to continue to receive documents pursuant to Bankruptcy Rule 2002, they must File a renewed request to receive documents pursuant to Bankruptcy Rule 2002. After the Effective Date, the Debtors and the Reorganized Debtors are authorized to limit the list of Entities receiving documents pursuant to Bankruptcy Rule 2002 to those Entities who have Filed such renewed requests.

G. *Term of Injunctions or Stays*

Unless otherwise provided in this Plan or the Confirmation Orders, all injunctions or stays in effect in the Chapter 11 Cases pursuant to section 105 or 362 of the Bankruptcy Code, the CCAA or any Order of the Bankruptcy Court or the CCAA Court, and existing on the Confirmation Date (excluding any injunctions or stays contained in this Plan or the Confirmation Orders) shall remain in full force and effect until the Effective Date. All injunctions or stays contained in this Plan or the Confirmation Orders shall remain in full force and effect in accordance with their terms.

H. *Entire Agreement*

Except as otherwise indicated, this Plan, the Confirmation Orders, the applicable Definitive Documents, the Plan Supplement, and documents related thereto supersede all previous and contemporaneous negotiations, promises, covenants, agreements, understandings, and representations on such subjects, all of which have become merged and integrated into this Plan, the Confirmation Orders, the Definitive Documents, the Plan Supplement, and documents related thereto.

I. *Exhibits*

All exhibits and documents included in this Plan, the Confirmation Orders, and the Plan Supplement are incorporated into and are a part of this Plan as if set forth in full in this Plan. After the exhibits and documents are Filed, copies of such exhibits and documents shall be available upon written request to the Debtors' counsel at the address above or by downloading such exhibits and documents from the Debtors' restructuring website at <https://cases.stretto.com/Mitel> or the Bankruptcy Court's website at <http://www.txs.uscourts.gov/>.

J. *Deemed Acts*

Subject to and conditioned on the occurrence of the Effective Date, whenever an act or event is expressed under this Plan to have been deemed done or to have occurred, it shall be deemed to have been done or to have occurred without any further act by any party by virtue of this Plan and the Confirmation Orders.

K. *Severability of Plan Provisions*

If, prior to Confirmation, any term or provision of this Plan is held by the Bankruptcy Court to be invalid, void, or unenforceable, the Bankruptcy Court, at the request of the Debtors (with the consent of the Required Consenting Senior Lenders), may alter and interpret such term or provision to make it valid or enforceable to the maximum extent practicable, consistent with the original purpose of the term or provision held to be invalid, void, or unenforceable, and such term or provision shall then be applicable as altered or interpreted; *provided*, that any such alteration or interpretation shall be consistent with the Restructuring Support Agreement and the remainder of the terms and provisions of this Plan will remain in full force and effect and will in no way be affected, impaired, or invalidated by such holding, alteration, or interpretation. The Confirmation Orders shall constitute a judicial determination and shall provide that each term and provision of this Plan, as it may have been altered or interpreted in accordance with the foregoing, is: (1) valid and enforceable pursuant to its terms; (2) integral to this Plan and may not be deleted or modified without the consent of the Debtors or the Reorganized Debtors, as applicable; and (3) non-severable and mutually dependent.

L. *Votes Solicited in Good Faith*

Upon entry of the Confirmation Order, each of the Released Parties and Exculpated Parties will be deemed to have acted in "good faith" within the meaning of section 1125(e) of the Bankruptcy Code and in compliance with the applicable provisions of the Bankruptcy Code and in a manner consistent with the Disclosure Statement, the Plan, the Bankruptcy Code, the Bankruptcy Rules, and all other applicable rules, laws, and regulations in connection with all of their respective activities relating to support and Consummation of the Plan, including the negotiation, execution, delivery, and performance of the Restructuring Support Agreement and are entitled to the protections of section 1125(e) of the Bankruptcy Code and all other applicable protections and rights provided in the Plan. Without limiting the generality of the foregoing, upon entry of the Confirmation Order, the Debtors will be deemed to have solicited votes on this Plan in good faith and in compliance with the Bankruptcy Code and other applicable law, and, pursuant to section 1125(e) of the Bankruptcy Code, any person will be deemed to have participated in good

faith and in compliance with the Bankruptcy Code in the offer, issuance, sale, and purchase of Securities offered and sold under this Plan, and, therefore, none of such parties or individuals or the Reorganized Debtors will have any liability for the violation of any applicable law, rule, or regulation governing the solicitation of votes on this Plan or the offer, issuance, sale, or purchase of the Securities offered and sold under this Plan.

M. *Request for Expedited Determination of Taxes*

The Debtors or the Reorganized Debtors, as the case may be, shall have the right to request an expedited determination under section 505(b) of the Bankruptcy Code with respect to tax returns filed, or to be filed, for any and all taxable periods ending after the Petition Date through the Effective Date.

N. *No Waiver or Estoppel*

Upon the Effective Date, each Holder of a Claim or Interest shall be deemed to have waived any right to assert that its Claim or Interest should be Allowed in a certain amount, in a certain priority, be secured, or not be subordinated by virtue of an agreement made with the Debtors and/or their counsel, or any other Entity, if such agreement was not disclosed in this Plan, the Disclosure Statement, or papers filed with the Bankruptcy Court prior to the Confirmation Date.

O. *Closing of Chapter 11 Cases and the CCAA Proceeding*

Upon the occurrence of the Effective Date, the Reorganized Debtors shall be permitted to (1) close all of the Chapter 11 Cases except for one of the Chapter 11 Cases as determined by the Reorganized Debtors, and all contested matters relating to each of the Debtors, including objections to Claims, shall be administered and heard in such Chapter 11 Case and (2) change the name of the remaining Debtor and case caption of the remaining open Chapter 11 Case as desired, in the Reorganized Debtors' sole discretion.

With respect to the CCAA Proceeding, the Foreign Representative shall seek, as part of the Confirmation Recognition Order, the authorization to terminate the CCAA Proceeding and such other relief as the Foreign Representative may determine necessary or appropriate in order to bring the CCAA Proceeding to a conclusion

P. *Creditor Default*

An act or omission by a Holder of a Claim or an Interest in contravention of the provisions of this Plan shall be deemed an event of default under this Plan. Upon an event of default, the Reorganized Debtors may seek to hold the defaulting party in contempt of the Confirmation Order and shall be entitled to reasonable attorneys' fees and costs of the Reorganized Debtors in remedying such default. Upon the finding of such a default by a Holder of a Claim or Interest, the Bankruptcy Court may: (1) designate a party to appear, sign, and/or accept the documents required under the Plan on behalf of the defaulting party, in accordance with Bankruptcy Rule 7070; (2) enforce the Plan by order of specific performance; (3) award judgment against such defaulting Holder of a Claim or Interest in favor of the Reorganized Debtor in an amount, including interest,

to compensate the Reorganized Debtors for the damages caused by such default; and (4) make such other Order as may be equitable that does not materially alter the terms of the Plan.

[Signature page follows]

Respectfully submitted, as of the date first set forth above by the Debtors,

Dated: April 15, 2025

MLN US HoldCo LLC (for itself and on behalf of
each the other Debtors and Debtors in Possession)

/s/ Janine Yetter

Name: Janine Yetter

Title: Chief Financial Officer

Exhibit B

Form of Notice of Effective Date

**IN THE UNITED STATES BANKRUPTCY COURT
FOR THE SOUTHERN DISTRICT OF TEXAS
HOUSTON DIVISION**

In re:

MLN US HOLDCO LLC, *et al.*,¹

Debtors.

§

§ Chapter 11

§

§ Case No. 25-90090 (CML)

§

§ (Jointly Administered)

§

§

**NOTICE OF (I) ENTRY OF ORDER
APPROVING THE DEBTORS' DISCLOSURE STATEMENT
AND CONFIRMING THE MODIFIED JOINT PREPACKAGED
CHAPTER 11 PLAN OF REORGANIZATION OF MLN US HOLDCO LLC
AND ITS DEBTOR AFFILIATES AND (II) OCCURRENCE OF EFFECTIVE DATE**

PLEASE TAKE NOTICE that on April [●], 2025 the United States Bankruptcy Court for the Southern District of Texas (the "Court") entered the *Findings of Fact, Conclusions of Law, and Order (I) Approving the Debtors' Disclosure Statement on a Final Basis and (II) Confirming the Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. [●]] (the "Confirmation Order") confirming the Plan² and finally approving the Disclosure Statement [Docket No. 19] of the above-captioned debtors and debtors in possession (the "Debtors").

PLEASE TAKE FURTHER NOTICE that, pursuant to the Confirmation Order, the Debtors are required to file this *Notice of (I) Entry of Order Approving the Debtors' Disclosure Statement and Confirming the Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates and (II) Occurrence of Effective Date* no later than seven Business Days after the Effective Date.

PLEASE TAKE FURTHER NOTICE that the Effective Date of the Plan occurred on [●], 2025. All conditions in Article IX.A of the Plan have been satisfied or waived pursuant to Article IX.B of the Plan.

PLEASE TAKE FURTHER NOTICE that the Court has approved certain discharge, release, exculpation, injunction, and related provisions in Article VIII of the Plan.

¹ A complete list of each of the Debtors in these chapter 11 cases may be obtained on the website of the Debtors' claims and noticing agent at <https://cases.stretto.com/Mitel>. The Debtors' service address for purposes of these chapter 11 cases is: 2160 W Broadway Road, Suite 103, Mesa, Arizona 85202.

² Capitalized terms used by not otherwise defined herein have the meanings given to them in the *Modified Joint Prepackaged Chapter 11 Plan of Reorganization of MLN US HoldCo LLC and Its Debtor Affiliates* [Docket No. 249] (as it may be amended, modified, supplemented, or restated, the "Plan").

PLEASE TAKE FURTHER NOTICE that, except as otherwise set forth in the Plan, the Confirmation Order, or any other order of the Court, all requests for payment of Professional Fee Claims for services rendered and reimbursement of expenses incurred prior to the Effective Date must be Filed no later than 45 days after the Effective Date. The Bankruptcy Court shall determine the Allowed amounts of such Professional Fee Claims after notice and a hearing in accordance with the procedures established by the Bankruptcy Court. The Reorganized Debtors shall pay Professional Fee Claims in Cash in the amount the Bankruptcy Court allows, including from the Professional Fee Escrow, which the Reorganized Debtors will establish for the Professionals and fund with Cash equal to the Professional Fee Escrow Amount on the Effective Date.

PLEASE TAKE FURTHER NOTICE that, pursuant to Article V of the Plan, except as otherwise provided in the Plan or in any contract, instrument, release, indenture, or other agreement or document entered into in connection with the Plan, all Executory Contracts and Unexpired Leases that have not expired by their own terms on or prior to the Effective Date, are deemed assumed as of the Effective Date, without the need for any further notice to or action, Order, or approval of the Court, except for any Executory Contract or Unexpired Lease that (a) was previously assumed or rejected by the Debtors, pursuant to an Order of the Bankruptcy Court; (b) previously expired or was terminated pursuant to its own terms; (c) is the subject of a motion to assume or assume and assign Filed on or before the Effective Date; or (d) is designated specifically, or by category, as an Executory Contract or Unexpired Lease on the Schedule of Rejected Executory Contracts and Unexpired Leases.

PLEASE TAKE FURTHER NOTICE that, unless otherwise provided by a Final Order of the Bankruptcy Court, all Proofs of Claim with respect to Claims arising from the rejection of Executory Contracts or Unexpired Leases, including Lease Rejection Claims, pursuant to the Plan or the Confirmation Order, if any, **must be Filed with the Bankruptcy Court within 30 days after the later of (1) entry of an Order of the Bankruptcy Court (including the Confirmation Order) approving such rejection and (2) the effective date of such rejection.** Any Claims arising from the rejection of an Executory Contract or Unexpired Lease not Filed with the Bankruptcy Court within such time shall be Disallowed, forever barred from assertion, and shall not be enforceable against the Debtors or the Reorganized Debtors, the Estates, or their property.

PLEASE TAKE FURTHER NOTICE that the Plan, the Confirmation Order, the Definitive Documents, and their provisions are binding upon and inure to the benefit of the Debtors, the Reorganized Debtors, all current and former Holders of Claims, all current and former Holders of Interests, and all other parties in interest and their respective heirs, successors and assigns, executors, administrators, Affiliates, officers, directors, managers, agents, representatives, attorneys, beneficiaries, or guardians, whether or not the Claim or Interest of such Holder is Impaired under the Plan, and whether or not such Holder voted to accept the Plan.

PLEASE TAKE FURTHER NOTICE that copies of the Confirmation Order, the Plan, and all documents filed in the Debtors' Chapter 11 Cases are available: (a) upon request to Stretto, Inc. (the claims, noticing, and solicitation agent retained in these Chapter 11 Cases) by calling (855) 704-1401 (Toll Free U.S. & Canada) or (949) 570-9105 (Non-U.S. & Canada Parties); (b) by

visiting the website maintained in these chapter 11 cases at <https://cases.stretto.com/Mitel>; or (c) for a fee via PACER by visiting <http://www.txsb.uscourts.gov>.

[Remainder of Page Intentionally Left Blank]

Dated: [●], 2025

Respectfully submitted,

/s/ [DRAFT]

PORTER HEDGES LLP

John F. Higgins (TX Bar No. 09597500)
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- and -

**PAUL, WEISS, RIFKIND, WHARTON &
GARRISON LLP**

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John T. Weber (admitted *pro hac vice*)
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Counsel to the Debtors and Debtors in Possession

**SCHEDULE “B”
FORM OF TERMINATION CERTIFICATE**

Court File No. CV-25-00738691-00CL

**ONTARIO
SUPERIOR COURT OF JUSTICE
(COMMERCIAL LIST)**

**IN THE MATTER OF THE *COMPANIES’ CREDITORS ARRANGEMENT ACT*,
R.S.C. 1985, c. C 36, AS AMENDED**

AND IN THE MATTER OF MITEL NETWORKS CORPORATION

**APPLICATION OF MITEL NETWORKS CORPORATION UNDER SECTION 46 OF
THE *COMPANIES’ CREDITORS ARRANGEMENT ACT*, R.S.C. 1985, c. C-36, AS
AMENDED**

TERMINATION CERTIFICATE

RECITALS

- A. Pursuant to the Order of the Honourable Justice Conway of the Ontario Superior Court of Justice (Commercial List) (the “**Court**”) dated March 19, 2025, FTI Consulting Canada Inc. was appointed as information officer of the Court (in such capacity, the “**Information Officer**”) in the proceedings (the “**Recognition Proceedings**”) commenced by Mitel Networks Corporation as the foreign representative (the “**Foreign Representative**”) under Part IV of the *Companies’ Creditors Arrangement Act*, R.S.C. 1985, c. C-36, as amended (the “**CCAA**”).
- B. Pursuant to an Order of the Court dated April 1, 2025 (the “**Confirmation Recognition and Termination Order**”), made in the Recognition Proceedings, the Court, among other things, provided for the termination of the Recognition Proceedings upon the service of this Termination Certificate on the Service List.
- C. Unless otherwise indicated herein, capitalized terms used herein have the meanings set out in the Confirmation Recognition and Termination Order.

THE INFORMATION OFFICER CERTIFIES the following:

1. The Information Officer has received a copy of the Notice of Effective Date, among other things, confirming that the Effective Date of the Plan has occurred.
2. To the knowledge of the Information Officer, all matters to be attended to in connection with the Recognition Proceedings (Court File No. CV-25-00738691-00CL), as determined by the Foreign Representative and the Information Officer, have been completed.

ACCORDINGLY, the Termination Time has occurred.

DATED at Toronto, Ontario this _____ day of _____, 2025.

FTI CONSULTING CANADA INC., in its capacity as Information Officer, and not in its personal or corporate capacity

Per: _____
Name:
Title:

IN THE MATTER OF THE *COMPANIES' CREDITORS ARRANGEMENT ACT*, R.S.C. 1985, c. C-36, AS AMENDED

AND IN THE MATTER OF MITEL NETWORKS CORPORATION

APPLICATION OF MITEL NETWORKS CORPORATION UNDER SECTION 46 OF THE *COMPANIES' CREDITORS ARRANGEMENT ACT*, R.S.C. 1985, c. C-36, AS AMENDED

Applicant

**ONTARIO
SUPERIOR COURT OF JUSTICE
(COMMERCIAL LIST)**

Proceeding commenced at Toronto

**CONFIRMATION RECOGNITION AND
TERMINATION ORDER**

GOODMANS LLP

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