

ENTERED

December 18, 2025

Nathan Ochsner, Clerk

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

In re:	§	
	§	
AMPLE, INC., <i>et al.</i> , ¹	§	Case No. 25-90817 (CML)
	§	Chapter 11
Debtors.	§	(Jointly Administered)

ORDER (A) AUTHORIZING DEBTORS TO (I) PAY PREPETITION WAGES, SALARIES, EMPLOYEE BENEFITS, AND OTHER COMPENSATION, AND (II) MAINTAIN EMPLOYEE BENEFITS PROGRAMS AND PAY RELATED OBLIGATIONS; AND (B) GRANTING RELATED RELIEF

Upon the emergency motion (the “Motion”)² of the Debtors for entry of an order (this “Order”) pursuant to sections 105(a), 363(b), and 507 of the Bankruptcy Code and Bankruptcy Rules 6003 and 6004, (a) authorizing, but not directing, the Debtors to (i) pay all prepetition and post-petition obligations owed on account of wages, salaries, expense reimbursements, and other compensation to their employees and certain independent contractors, together with all related fees, costs, and expenses incident to the foregoing (including amounts owed to third-party service providers, administrators, and taxing authorities); and (ii) maintain, continue, and, as applicable, wind down in the ordinary course the Debtors’ compensation, expense reimbursement, and employee benefit programs and policies, as such programs and policies were in effect as of the Petition Date, as they may be modified, amended, or supplemented from time to time in the ordinary course of business; and (b) granting related relief, all as more fully set forth in the Motion; and the Court having reviewed the Motion and the First Day Declaration; and the Court having

¹ The Debtors in these chapter 11 cases (the “Chapter 11 Cases”) and the last four digits of each Debtor’s taxpayer identification number are: Ample Inc. (4015) and Ample Texas EV, LLC (6832). A copy of this Order is available on (a) the Court’s website, at www.tx.uscourts.gov and (b) the website maintained by the Debtors’ claims and noticing agent, Verita Global at <https://veritaglobal.net/ample>.

² Capitalized terms used but not otherwise defined herein have the meaning ascribed to them in the Motion.



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jurisdiction to consider the Motion and the relief requested therein in accordance with 28 U.S.C. § 1334; and the Court having found that this is a core proceeding pursuant to 28 U.S.C. § 157(b)(2) and that the Court may enter a final order consistent with Article III of the United States Constitution; and the Court having found that venue of this proceeding and the Motion in this district is proper pursuant to 28 U.S.C. §§ 1408 and 1409; and it appearing that proper and adequate notice of the Motion has been given and that no other or further notice is necessary; and upon the record herein; and after due deliberation thereon; and all objections, if any, to the Motion having been withdrawn, resolved, or overruled; and the Court having determined that the legal and factual bases set forth in the Motion establish just cause for the relief granted herein; and the Court having determined that the relief requested in the Motion is in the best interests of the Debtors, their estates, their creditors, and other parties in interest, it is hereby

ORDERED, ADJUDGED, AND DECREED THAT:

1. The Debtors are authorized, but not directed, in their discretion and business judgment, and in the ordinary course consistent with the Debtors' prepetition practices and the terms of this Order, to (i) pay the Workforce Obligations owed to the Workforce and related fees, costs, and expenses incident to the foregoing, including, without limitation, amounts owed to Sequoia One PEO, LLC ("Sequoia"), benefit carriers, and the Payroll Taxing Authorities, in each case in the ordinary course of business (whether arising before or after the Petition Date); (ii) maintain, and continue to honor and pay amounts with respect to, the Debtors' compensation, expense reimbursement, and business programs and policies for the Workforce (including the Employee Benefits) as in effect as of the Petition Date and as they may be modified, amended, or supplemented from time to time in the ordinary course of business; and (iii) continue to deduct and to transmit the Deductions from payroll checks as authorized by Employees, as required under

any employee-related plan, program, or policy, or as required by applicable law; ***provided that***, the Debtors shall not honor any prepetition Employee Wages and Compensation Obligations to any individual that exceeds the priority amounts set forth in sections 507(a)(4) and 507(a)(5) of the Bankruptcy Code except as set forth below.

2. The Debtors are authorized, but not directed, to continue their compensation, expense reimbursement, and Employee Benefits programs on a post-petition basis, and in each case to pay any accrued amounts thereunder as they become due in the ordinary course of business; provided that nothing in this Order shall be deemed to authorize the Debtors to pay any severance, retention, or bonus obligations, or to make any payments to any “insiders” of the Debtors (such persons who meet the definition of “insider” provided in section 101(31) of the Bankruptcy Code, collectively, “Insiders”) that would be inconsistent with section 503(c) of the Bankruptcy Code or that would cause any individual to receive payment on account of prepetition wages or benefits in excess of the caps set forth in sections 507(a)(4) and 507(a)(5) of the Bankruptcy Code, absent further order of this Court. For the avoidance of doubt, the Debtors shall not (a) make any bonus, incentive, retention, or severance payments; or (b) make any payments prohibited by section 503(c).

3. The Debtors are authorized, but not directed, to transmit any Deductions previously withheld or deducted from the Employee payroll to the appropriate third-party recipient.

4. The Debtors are authorized, but not directed, in their discretion and business judgment, and in the ordinary course of business, to (a) modify, change, and discontinue any program, policy, or practice with respect to the Workforce Obligations (including the Employee Benefits) and (b) implement new programs, policies, and practices with respect to the Workforce

Obligations during the Chapter 11 Cases to the extent consistent with this Order and the limitations set forth in the Motion.

5. Notwithstanding anything to the contrary contained herein, any payment to be made hereunder, and any authorization contained herein, shall be subject to any interim and final orders, as applicable, approving any post-petition secured debtor-in-possession financing of the Debtors, and/or the Debtors' entry into any post-petition financing facilities or credit agreements, and any budgets in connection therewith governing any such postpetition financing and/or use of cash collateral (each such order, a "DIP Order" and, together, the "DIP Orders"). To the extent there is any inconsistency between the terms of any DIP Order and any action taken or proposed to be taken hereunder, the terms of the DIP Order shall control.

6. Neither this Order nor any payments made by the Debtors pursuant to the Motion or this Order shall be deemed to change the classification of any claim or to in any way change the rights or create new rights of any Employees, Contracted Labor, or any other person, including, without limitation, the creation of any right to payment entitled to administrative expense priority pursuant to sections 503 and 507 of the Bankruptcy Code.

7. The Banks are authorized to receive, process, honor, and pay any and all checks issued, or to be issued, and electronic funds transfers requested, or to be requested, by the Debtors relating to such obligations, to the extent that sufficient funds are on deposit in available funds in the applicable bank accounts to cover such payments. The Banks are authorized to accept and rely on all representations made by the Debtors with respect to which checks, drafts, wires, or automated clearing house transfers should be honored or dishonored in accordance with this or any other order of this Court, whether such checks, drafts, wires, or transfers are dated prior to, on, or subsequent to the Petition Date, without any duty to inquire otherwise.

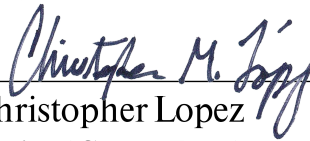
8. The Debtors are authorized, but not directed, to issue new postpetition checks, or effect new electronic funds transfers, and to replace any prepetition checks or electronic fund transfer requests that may be lost or dishonored or rejected as a result of the commencement of the Chapter 11 Cases with respect to any prepetition amounts that are authorized to be paid pursuant to this Order.

9. For the avoidance of doubt, nothing in this Order authorizes the Debtors to pay, compromise, assume, or otherwise affect any claims asserted by former employees, including claims arising under the WARN Act or analogous state or local laws, all of which are expressly preserved.

10. Nothing in the Motion or this Order, or any payment made pursuant to this Order, is intended to be or shall be deemed as (a) an implication or admission as to the amount of, basis for, or validity of any claim against the Debtors; (b) a waiver or limitation of the Debtors' or any other party in interest's right to dispute the amount of, basis for, or validity of any claim; (c) a waiver of the Debtors' or any other party in interest's rights under the Bankruptcy Code or any other applicable non-bankruptcy law; (d) a waiver of the obligation of any party in interest to file a proof of claim; (e) a promise or requirement to pay any particular claim; (f) a waiver of any claims or causes of action which may exist against any entity under the Bankruptcy Code or any other applicable law; (g) an admission as to the validity, priority, enforceability, or perfection of any lien on, security interest in, or other encumbrance on property of the Debtors' estates; or (h) a request or authorization to assume, adopt, or reject any agreement, contract, or lease pursuant to section 365 of the Bankruptcy Code. Any payment made pursuant to this Order is not intended to be and should not be construed as an admission to the validity of any claim or waiver of the Debtors' or any other party in interest's rights to dispute such claim subsequently.

11. The requirements set forth in Bankruptcy Rule 6003(b) are satisfied.
12. Notice of the Motion is adequate under the Bankruptcy Rules, including Bankruptcy Rule 6004(a), and the Bankruptcy Local Rules.
13. Notwithstanding Bankruptcy Rule 6004(h), to the extent applicable, this Order shall be effective and enforceable immediately upon entry hereof.
14. The Debtors are further authorized and empowered to take all actions necessary or appropriate to implement the relief granted in this Order.
15. The Court retains exclusive jurisdiction with respect to all matters arising from or related to the implementation, interpretation, or enforcement of this Order.

Signed: December 18, 2025



Christopher Lopez
United States Bankruptcy Judge