

SETTLEMENT AGREEMENT & RELEASE — Simplified Summary

1. **Date:** 22 August 2025.
2. **Parties:**
 - **Company:** Nexus Software Solutions Pvt. Ltd., Bandra (West), Mumbai.
 - **Former Employee:** Mr. Vijay Singh, Powai, Mumbai.
3. **Background:** Employee was terminated effective **15 July 2025**; there were disputes about the termination. Parties want a final settlement without admission of liability.
4. **Settlement Payment:** Company will pay **₹8,50,000** (one-time lump sum) within **10 business days** of the agreement; this covers all dues (salary, benefits, bonuses, damages).
5. **Release of Claims:** In exchange for payment, the Former Employee irrevocably releases the Company and related parties from all past, present, or future claims related to employment or termination.
6. **No Admission:** Settlement is a compromise — not an admission of fault by the Company.
7. **Confidentiality:** Both sides must keep the agreement and its terms strictly confidential (except as required by law or advisors).
8. **Non-Disparagement:** Former Employee must not make negative statements about the Company; Company will provide a neutral reference if requested.
9. **Full & Final:** This document is the complete settlement of all matters between the Parties.
10. **Law & Jurisdiction:** Governed by Indian law; courts in **Mumbai**.