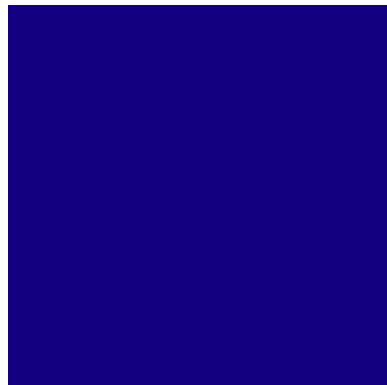
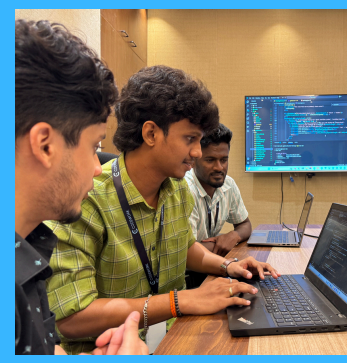
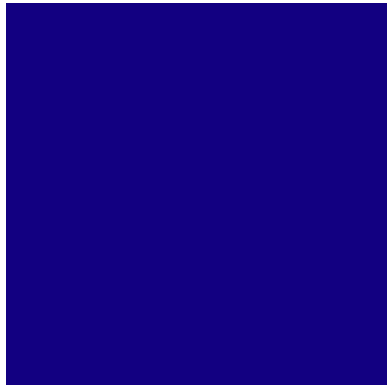
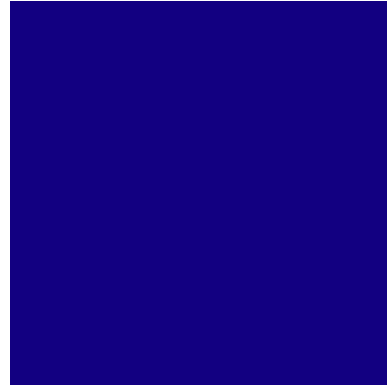
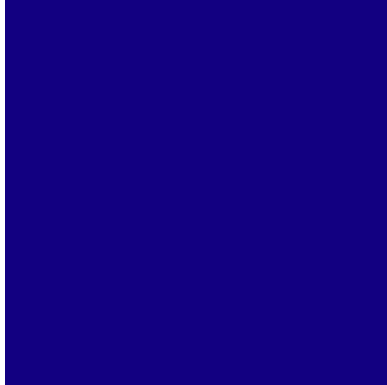


CODEWORK CHRONICLE -2025-



ANNUAL NEWSLETTER OF

 **CODEWORK**
Innovating the Next Era of AI Solutions

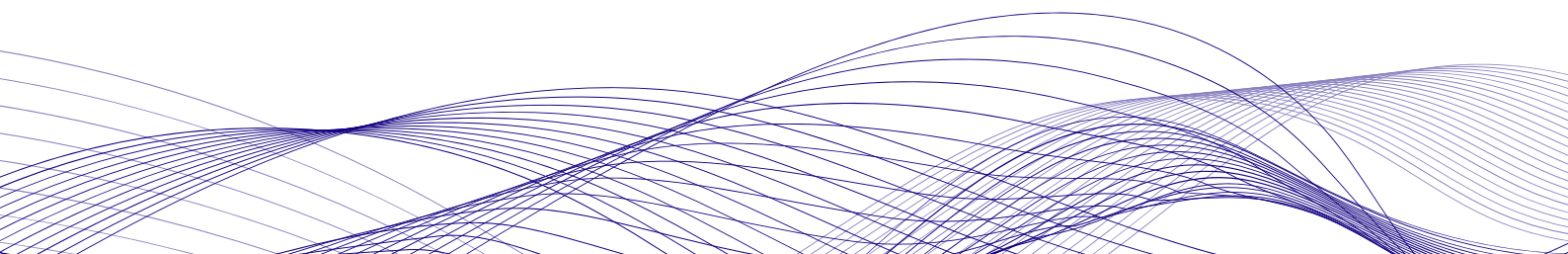
Prologue

CODEWORK CHRONICLE 2025 stands as a curated reflection of a year defined by momentum, innovation, and transformation. Within these pages, we celebrate how CODEWORK continued to shape its identity as a dynamic AI-first organization, building products, nurturing talent, forging collaborations, and expanding its ecosystem both locally and globally.

The year 2025 presented new challenges and new opportunities. From strategic breakthroughs in AI-driven development to pioneering training programs, from immersive internships to campus partnerships, from engineering achievements to international engagements, each milestone has contributed to a narrative of growth and resilience.

This Chronicle captures not just the highlights, but the collective effort of teams who built, solved, supported, and envisioned CODEWORK's direction for the future. It is a testament to the evolving culture, creativity, and intelligence at the heart of the organization.

We invite you to delve into this annual compilation of achievements, experiences, and insights, crafted to offer a comprehensive perspective into the CODEWORK journey throughout 2025. May it serve as both a record of excellence and an inspiration for the road ahead.



From the Desk of Managing Director

2025 has been a defining year for CODEWORK. Our vision of positioning CODEWORK as a competitive player in the global AI market has taken substantial form. Our expansion into multi-domain tech services, applied AI solutions, and immersive learning programs has sparked new business conversations beyond borders. We now stand at the forefront of knowledge services, technology consulting and digital transformation, serving clients who recognize innovation as a core necessity and not just an advantage.

What defines CODEWORK today is not only our capacity to build but our ability to adapt, but to adapt to market shifts, emerging AI tools, and global expectations. As we continue to scale, our responsibility lies in sustaining trust, delivering measurable results and shaping CODEWORK into an institution that champions technological relevance and meaningful value.



Ms. Christina Arulraj
Managing Director

From the Desk of Executive Director

This year was one of fresh ventures, collaborative pathways and opening new doors that we once only envisioned. CODEWORK expanded its scope not just in what we do, but how we do it, engaging with newer communities, institutions, industries and talent pools. The energy across our teams has been vibrant, motivated and deeply involved in creating work that matters.

There is a sense of exciting beginnings as CODEWORK enters newer markets, builds newer verticals, and embraces opportunities that align with our future. We look forward to stepping into the next phase with humility, agility and confidence, knowing well that the best chapters are always written when bold ideas meet persistent execution.



Ms. Mathumitha Chennakesavan
Executive Director



From the Desk of Director- BD & Marketing

2025 reminded us of something simple but powerful, when you genuinely love the work you do, it shows. At CODEWORK, we didn't rely on loud claims or flashy words to prove our progress this year. Instead, we let our ethics, effort, and passion do the talking. It turns out that when actions lead the way, the results speak louder than any marketing pitch ever could.

Of course, real growth doesn't happen in silos. Every win this year came from teamwork, shared learning, and leadership that nudged us forward without ever needing to overshadow the process. As we continue to explore new markets and exciting opportunities in the global AI space, we carry forward a simple belief: passionate work shines, integrity attracts trust, and when a team moves together with purpose, results naturally follow.



Ms. Trinita Rex
Director - Business Development & Marketing



From the Desk of Vice President- Growth & Delivery

2025 was a transformative year for CODEWORK, marked by strategic evolution, strengthened partnerships, and growing client trust. Joining as Vice President of Growth & Delivery has given me a chance to witness our potential up close and contribute to our momentum. Our progress reflects not just numbers, but the dedication of teams who built meaningful relationships and expanded CODEWORK's presence across key markets.

Looking ahead to 2026, we see tremendous opportunities as digital transformation accelerates. My focus will be on deepening client engagement, enhancing delivery excellence, and strengthening synergy across functions. With our talented team, shared values, and commitment to certifications like CMMI, I'm confident we'll continue to grow in impact and innovation. Here's to the journey ahead and the success we build together.



Mr. Sainath H
Vice President - Growth & Delivery

LEADERSHIP MESSAGE

From the Desk of People Manager

2025 has been a steady and reflective year for our people. Our focus remained on ensuring productivity, clarity of purpose and a work environment that encourages learning and open communication. Each team member has experienced this year differently, for some it was a year of acceleration, for some a year of discovery, and for many a year of personal milestones and learning curves. The strength of CODEWORK remains in its people. Their resilience, curiosity and willingness to take part in the evolving journey of the company has shaped a culture that is sustained beyond processes, a culture that values contribution, recognition and teamwork. As we step into the next year, our endeavor is to continuously enhance this experience and build a workplace that grows with its people.



Mr. Senthil Kumar L T
People Manager

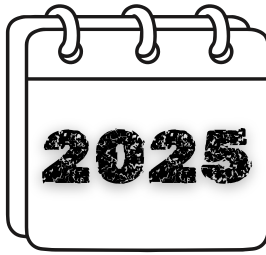
From the Desk of Editor-in-Chief

Compiling CODEWORK's journey for this annual newsletter felt like assembling a narrative shaped by purpose, productivity, and meaningful progress. Each milestone, celebration, and initiative reminded us that success is driven not only by outcomes but by the passion, resilience, and collective spirit of our people. 2025 was both celebratory and instructive, offering growth, insight, and experiences worth carrying forward.

What made this year especially inspiring was witnessing CODEWORK broaden its influence, from empowering in-house talent to opening pathways for fresh graduates, AI enthusiasts, and young professionals entering the industry. These initiatives reflect our commitment to nurturing emerging talent and expanding our footprint in the tech landscape. With new arenas opening and exciting horizons ahead, the coming year holds immense promise for impact, innovation, and advancement. Here's to a new chapter defined by progress, curiosity, and shared ambition.

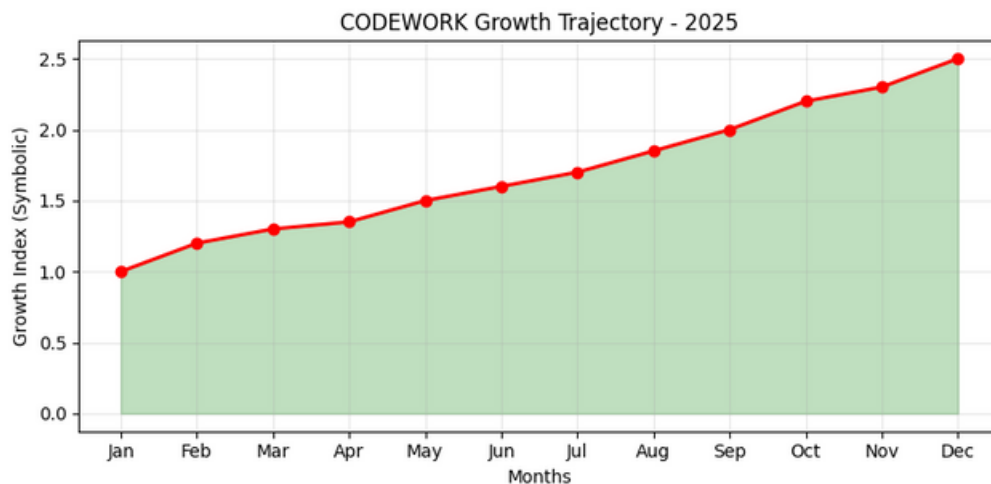


Mr. Neaven Christopher Arulraj
Head- Training & Development



A Year of Acceleration, Scale, and Shared Success

2025 was a year defined by acceleration, focus, and relentless pursuit of excellence at CODEWORK. With four new long-term contracts and seventeen short-term engagements, the organization not only diversified its portfolio but also solidified its presence in a competitive and evolving technology landscape. The exponential increase in project execution was matched by a strategic doubling of team strength, enabling CODEWORK to scale delivery capabilities, enter new client ecosystems, and push forward in global AI and software markets.



This momentum of growth was not accidental, it was built through the dedication, discipline, and collaboration of every department and individual who contributed to the mission. From engineering and operations to HR, project management, client success, and leadership support, every function worked cohesively to deliver outcomes that exceeded expectations. The shared ownership, culture of innovation, and collective hard work transformed challenges into achievements, positioning CODEWORK for an even stronger trajectory in the coming years.

**"GROWTH IS NEVER BY MERE CHANCE; IT IS THE
RESULT OF FORCES WORKING TOGETHER."**

— JAMES CASH PENNEY

INAUGURATION *Ceremony* of New Joint Office Space



On the 21st of November 2025, CODEWORK marked a defining moment in its organizational journey with the inauguration of its new joint office facility for CODEWORK and the CODEWORK PRO Learning Centre along the OMR corridor of Chennai, a vibrant technology and innovation hub in the region. The ceremony was graced by the esteemed presence of **Dr. V. G. Santhosam**, Chairman of the VGP Group, whose distinguished leadership and longstanding contributions to the industry lent gravitas to the occasion. This new establishment symbolized more than just an expansion of physical infrastructure; it represented a testament to CODEWORK's growth trajectory, evolving strategic ambitions, and the scaling talent ecosystem that the organization continues to nurture. For the CODEWORK family, the inauguration was a long-anticipated milestone as expanding teams, new business verticals, and evolving project portfolios necessitated a space that aligned with the company's vision, pace, and culture.



The event acquired additional significance as it coincided with three other landmark celebrations, CODEWORK Foundation Day, the Launch of 100 AI Automations, and the Launch of CODEWORK PRO Learning Centre, a dedicated platform aimed at skill development and talent acceleration for fresh graduates, professionals, and AI enthusiasts. The leadership team, in their addresses, articulated the organization’s forward-looking strategy, outlining aspirations to deepen CODEWORK’s position within the global digital economy, strengthen its delivery capabilities, and contribute to building future-ready workforces. Their remarks emphasized purposeful expansion, innovation-led execution, and the cultivation of a culture where talent, technology, and collaboration coexist to drive long-term value creation.



The inauguration witnessed an impressive turnout, as members of the CODEWORK family gathered with pride and camaraderie to celebrate the beginning of a new chapter. The atmosphere was further enriched by the presence of distinguished guests, business managers, strategic partners, and investors from diverse organizations who attended to extend their support and goodwill. The ceremony concluded on an optimistic note, underscoring CODEWORK’s commitment to pursuing excellence while expanding its horizons across technology, learning, and global delivery. The new joint facility stands not merely as a workspace, but as a strategic cornerstone, a place where ideas will be forged, talent will be shaped, and CODEWORK’s next era of innovation and impact will unfold.

Launch of



On 22nd November 2025, CODEWORK marked a significant milestone with the launch of the CODEWORK PRO LEARNING CENTRE (CPLC) a forward-thinking learning initiative dedicated to shaping the next generation of AI and IT professionals. Conceived as an industry-driven learning ecosystem, CPLC is designed to bridge the long-standing gap between academic education and real-world professional expectations.

At its core, CPLC offers office-immersive learning programs that replicate authentic corporate environments, enabling learners to experience workplace dynamics, project collaboration, and problem-solving from day one. Unlike conventional institutions that follow classroom-centric teaching, pen-and-paper assessments, and rote learning models, CPLC adopts a hands-on, experiential approach rooted in real projects, practical exposure, and continuous mentorship from industry practitioners.

What truly sets CODEWORK PRO LEARNING CENTRE apart is its commitment to candidate success. Every program is structured to build not only technical expertise but also professional mindset, communication skills, and workplace readiness. By integrating AI-driven learning methodologies, industry-aligned curricula, and real-time performance feedback, CPLC empowers aspirants to transition confidently into professional roles across AI and IT domains.

The launch of CPLC reinforces CODEWORK's vision of creating future-ready talent, fostering innovation-driven learning, and redefining technology education, ensuring learners not only gain knowledge, but develop the capability to thrive in an evolving digital economy.

Launch of 100 AI Automations Compilation



Another proud moment for CODEWORK unfolded with the launch of 100 AI Automations, a landmark compilation created by the expert AI team as part of the company's ongoing commitment to innovation and technological excellence. This initiative represents a curated showcase of intelligent automation solutions designed to drive efficiency, enhance productivity, and demonstrate CODEWORK's growing capabilities in the rapidly evolving AI and digital transformation landscape.

This special compilation was unveiled during the inauguration of CODEWORK's new joint office facility, adding prestige and significance to an already momentous occasion. The release was formally conducted by the chief guest, Dr. V. G. Santhosam, Chairman of VGP Group of Companies, whose presence and goodwill further amplified the importance of this milestone. The event not only recognized the technical prowess behind these AI advancements, but also highlighted CODEWORK's strategic direction as it steps more assertively into global technology arenas.

The achievement stands as a testament to the hard work, discipline, and technical mastery of the AI Team, under the leadership of Mr. Prasanth Pradeep Kumar, AI Engineer, and continuous guidance from the leadership team. The compilation reflects countless hours of experimentation, engineering, refining models, and streamlining real-world use cases, ultimately resulting in a product that captures the ingenuity and dedication of CODEWORK's talent. The launch marks a new chapter for CODEWORK as an emerging innovator in AI-led solutions, setting a strong foundation for future breakthroughs and industry collaborations.

CODEWORK

Accredited as a

GREAT WORKPLACE



In October 2025, CODEWORK earned the prestigious accreditation of Great Workplace, awarded by TSOW, KEKA HR, and Spring Verify—three respected organizations recognized for their expertise in workplace standards, HR compliance, and organizational culture benchmarking. This recognition reinforces CODEWORK’s commitment to cultivating a workplace that fosters respect, growth, and employee well-being, and acknowledges the continuous efforts taken to maintain a healthy, safe, and empowering environment for its workforce.

The accreditation process involved a comprehensive multi-stage evaluation that included a company-wide employee experience survey, in-depth verification of HR documents and policy frameworks, and a series of structured discussions with the HR leadership team. These evaluations were designed to assess transparency, fairness, operational compliance, talent development initiatives, and employee welfare programs practiced within the organization. The auditing panel meticulously examined CODEWORK’s internal processes, ensuring they aligned with contemporary workplace standards and best HR practices.

The final accreditation audit was led by Ms. Swati Dogra, a seasoned senior HR professional whose evaluation added credibility to the process. Upon successful completion, CODEWORK secured the Great Workplace certification, valid for one year beginning October 2025. This milestone reflects the organization’s culture, values, and the dedicated efforts of its HR and leadership teams in continually enhancing the employee experience and supporting CODEWORK’s mission and growth.





**Strengthening
Global Trust:
CODEWORK Earns
ISO 9001 &
ISO 27001
Certifications**



CODEWORK achieved another significant milestone in 2025 by successfully securing two key international certifications: ISO 9001:2015 (Quality Management System) and ISO 27001:2022 (Information and Data Security Management). These certifications reaffirm CODEWORK's commitment to excellence, operational reliability, and global standards in both quality delivery and information security. The recognition positions CODEWORK as a trusted partner for enterprises and emerging businesses across the digital ecosystem, emphasizing its maturity as an organization built on discipline, precision, and continual improvement.

The certification process involved a rigorous, multi-stage audit spanning several functions, policies, and technical operations. The Cyber Security Team played a crucial role in streamlining data security protocols, risk assessment models, access control systems, and compliance-based governance mechanisms required for ISO 27001. In parallel, the Quality Management System (QMS) framework demonstrated the company's efficiency in service delivery, client satisfaction, internal coordination, and performance measurement, reflecting the collective excellence of CODEWORK's various departments and leadership.

These certifications stand as more than regulatory achievements; they symbolize CODEWORK's forward-thinking culture, resilience, and readiness to compete at a global scale. They also serve as a testament to the coordinated efforts of the security, delivery, HR, operations, and leadership teams who ensured the organization met stringent benchmarks with professionalism and integrity. With this milestone, CODEWORK strengthens its promise of technical reliability and operational trust as it continues its journey of innovation, client value creation, and sustainable organizational growth.



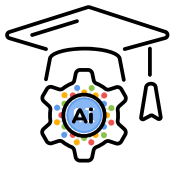
CODEWORK'S ANNUAL RETREAT & AWARDS CEREMONY

CODEWORK hosted its Annual Retreat, TECHSPIRE 2024, on 15 February 2025 at Novotel, marking a meaningful moment of reflection and gratitude. The event provided an opportunity to look back on the accomplishments, learnings, and collective efforts that made 2024 a remarkable year for the organization. It was a time to reminisce on the milestones achieved, appreciate the challenges overcome, and acknowledge the growth that shaped CODEWORK's expanding global footprint.

The formal program began with inspiring speeches and vision talks that set the tone for 2025, aligning teams toward the next phase of strategic execution, innovation, and international expansion. This was followed by the Annual Awards Ceremony for 2024, where outstanding performers and contributors were recognized and celebrated for their excellence, commitment, and leadership across critical domains.



The evening then transitioned into an informal celebration featuring energetic dance performances, a lavish buffet dinner, and engaging team activities that highlighted the camaraderie and vibrant spirit of CODEWORK. TECHSPIRE 2024 concluded as a memorable blend of recognition, celebration, and renewed purpose, reinforcing the company's dedication to nurturing talent, fostering unity, and pursuing new heights in the year ahead.



AI WORKSHOP *for* Emerging Graduates



CODEWORK successfully hosted an AI Workshop for Emerging Graduates at its campus, bringing together over 200 AI enthusiasts, graduates, and final-year students for an engaging and knowledge-driven learning experience. The workshop was designed to bridge the gap between academic learning and real-world AI applications, offering participants valuable insights into the evolving landscape of artificial intelligence and its growing industry relevance.



The session was led by Mr. Sathesh Kumar and Ms. Pavithra A, members of CODEWORK's AI Engineering team, who delivered an interactive and practical presentation covering core AI concepts, industry use cases, and emerging trends. Through real-time examples and hands-on discussions, the speakers provided participants with clarity on how AI technologies are being applied across domains, inspiring curiosity and confidence among the attending students.

This initiative reflected CODEWORK's commitment to knowledge sharing and talent development within the young student community. By creating a platform that encouraged learning, interaction, and exploration, the workshop aimed to nurture future-ready AI engineers and empower aspiring professionals with the skills and mindset required to thrive in the technology-driven job market. The enthusiastic participation and positive engagement from the audience reaffirmed CODEWORK's role in shaping the next generation of AI talent.

NURTURING NEW ASSOCIATIONS

At CODEWORK, building partnerships goes beyond traditional business objectives. The organization actively reaches out to educational institutions and learning communities to create meaningful associations aimed at empowering young talent. In 2025, CODEWORK signed MoUs with four prestigious colleges and institutions, formalizing collaborations that provide mentorship, skill-building workshops, and immersive learning experiences in AI and technology. These initiatives reflect a commitment to shaping the next generation of professionals while fostering a culture of curiosity, innovation, and lifelong learning.

Beyond technical empowerment, CODEWORK's outreach programs are designed to give back to society by promoting AI awareness and digital literacy across schools, colleges, and training centers. Through workshops, interactive sessions, and knowledge-sharing programs, students and young professionals gain exposure to emerging technologies, ethical AI practices, and real-world applications. These efforts not only strengthen educational ecosystems but also reinforce CODEWORK's vision of leveraging its expertise to make a positive, sustainable impact on society at large.



CODEWORK Business Development team has emerged as an energetic powerhouse, actively reaching out to global businesses and positioning CODEWORK as a trusted partner in AI solutions and enterprise automation. Serving as the dynamic propaganda ambassadors of the brand, this young and vibrant team has successfully showcased CODEWORK's excellence in technical innovation, problem-solving, and delivery efficiency to a worldwide clientele.

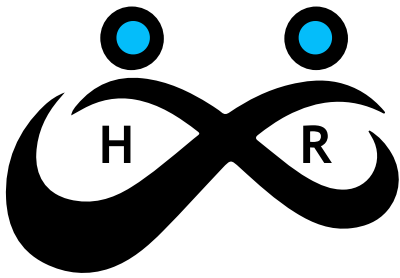
**Young, Driven
& Global:
The BD Team
Propelling
CODEWORK into
Tomorrow**

Through this proactive outreach, the team has secured multiple high-value long-term and short-term projects exclusively in the domain of Artificial Intelligence. Their ability to navigate diverse market landscapes, negotiate with international clients, and articulate CODEWORK's unique value proposition has contributed immensely to the organization's rapid growth. Backed by the rich experience and industry exposure of its business development professionals, the team continues to translate global opportunities into tangible outcomes, creating room for expansion, learning, and collaborative innovation.

As CODEWORK envisions a more robust operational ecosystem, the heightened synergy between business development, technical teams, and client delivery functions sets the stage for remarkable advancements in the year ahead. With expanded pipeline activities, a growing market presence, and a strong reputation in AI-driven transformation, we look forward to enhanced operations, deeper partnerships, and a new phase of strategic global influence for CODEWORK.



DEPARTMENTAL HIGHLIGHTS



2025: A Benchmark Year for HR Excellence at CODEWORK

The HR Department at CODEWORK continued to demonstrate excellence throughout 2025, playing a pivotal role in recruitment, talent acquisition, grievance redressal, and workforce augmentation for both internal and global client projects. The HR team strengthened its frameworks with a clear focus on operational excellence and employee well-being, supporting diverse hiring needs, addressing employee concerns, and driving engagement initiatives while ensuring seamless coordination across leadership, business units, and delivery teams.

In alignment with CODEWORK's mission to be a bridge between skilled Indian talent and global opportunities, the HR Department conducted an approximate cumulative total of **2,400+ interviews** across internal hiring, external screening, and multi-level client evaluation processes. This effort included Level-1, Level-2, and client round interviews, with emphasis on fairness, equal opportunity, and merit-based selection. Additionally, the team successfully executed **8 On-Campus Recruitment Drives** in leading academic institutions and **3 Walk-In Drives** at CODEWORK's offices for both internal and client staffing requirements—together strengthening the organization's visibility and talent pipeline in the competitive job market.

Beyond recruitment, the HR Department strengthened its grievance redressal mechanisms, ensuring that employee needs, workplace challenges, and welfare concerns were addressed promptly and transparently. The department also expanded CODEWORK's staff augmentation partnerships through structured vendorship arrangements with multiple international and domestic clients, contributing to sustainable business growth and enabling workforce scalability across projects and geographies. Through these collective achievements, the CODEWORK HR Team reaffirms its role as a cornerstone of organizational excellence and a steward of people-centric value creation.



Building the Future Through Technology, Powered by Our Vibrant Tech Team

The Software Development & Technology Team stood out in 2025 for consistently delivering high-quality solutions, custom development projects, and client-focused deliverables. The team demonstrated a strong commitment to engineering excellence by bringing precision, creativity, and problem-solving to every project, ensuring CODEWORK remained a trusted technology partner for businesses across industries and domains.

Guided by the leadership of Ms. Christina Arulraj and the Project Management team, this young and dynamic workforce translated ambitious concepts into real-world outcomes with speed and sophistication. Their disciplined development workflows, sprint planning efficiency, and technical rigor enabled seamless deployments and minimized turnaround timelines while sustaining exceptional standards of quality and performance.

Beyond serving clients, 2025 also marked a year of in-house innovation. The inventive minds within the team worked tirelessly on engineering multiple internal products and automation tools, contributions that have now become a matter of pride for CODEWORK. These innovations, paired with an unwavering focus on client satisfaction, demonstrate that impactful technology is not only executed but thoughtfully crafted. As 2025 set a new benchmark, the department continues to move forward with resilience, ingenuity, and a strong spirit of collaboration that reflects CODEWORK's growing culture of excellence.





Strategic Marketing That Amplified CODEWORK's Global Presence

The Marketing & Branding Team at CODEWORK delivered a highly impactful year in 2025 by strengthening the company's digital presence and brand identity through close collaboration with the Technology Team. Together, they played a pivotal role in building a high-profile corporate website for CODEWORK and delivering website upgrade projects for clients seeking modern, AI-enabled digital experiences. These initiatives reinforced CODEWORK's positioning as a progressive, innovation-driven organization in the digital ecosystem.

Clients such as Lovio, Little Sparks Global, and Raj Engineers benefited from comprehensive website revamps integrated with AI chatbot functionalities and intelligent engagement features. The Marketing Team curated trend-driven, market-aligned content tailored to each client's brand voice and industry standards, ensuring that each website delivered both visual impact and strategic value. In parallel, the team worked sincerely and closely with the Business Development Team, supporting global outreach efforts by strengthening CODEWORK's brand presence while engaging with foreign clients and prospective business partners across markets.

In addition to web initiatives, the Marketing Team achieved remarkable success in expanding CODEWORK's professional visibility on social platforms. Through consistent branding, content strategy, and audience engagement, the company's LinkedIn presence grew to over 8,000 followers in record time. This achievement reflects the team's creativity, strategic alignment, and collaborative spirit, positioning CODEWORK as a recognizable and trusted brand among global business communities and industry stakeholders.

PONGAL FEST 2025 - Pongal Celebrations

The year began on a vibrant cultural note as CODEWORK celebrated Pongal with traditional warmth and colour on 13th January 2025. The campus came alive with festive Pongal making, spirited Rangoli competitions, and classic village-style games. The best dressed were honoured and sweets and gifts shared generously, the celebration set an inspiring tone of joy, unity and cultural pride for the months ahead.



Women's Day Celebration

In honour of International Women's Day, CODEWORK released a meaningful video montage celebrating the inspiring voices of its women in tech. The occasion continued with uplifting speeches, collaborative activities and a heartfelt cake cutting ceremony—reflecting the organization's appreciation for women's leadership, strength and innovation within the workplace.

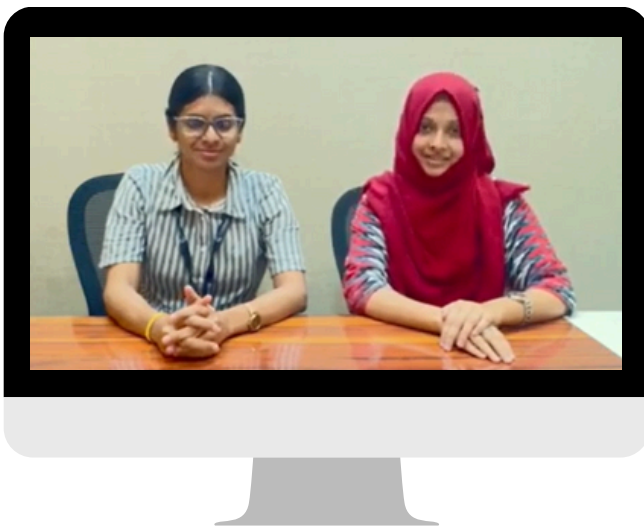


CODESPLASH – Holi Celebrations

Holi lit the CODEWORK campus with colour and energy through CODESPLASH 2025. The day was marked with laughter, camaraderie and youthful enthusiasm, capturing the spirited cultural diversity that defines CODEWORK’s workplace experience.



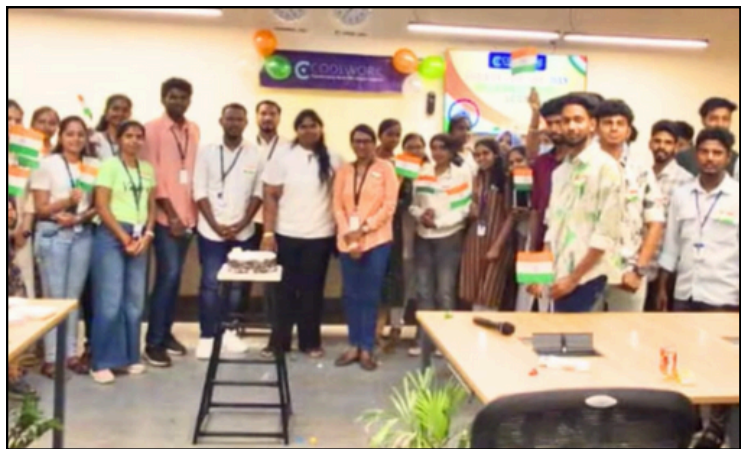
International Youth Day



International Youth Day was commemorated through the release of a special video themed on youth empowerment, presented by Ms. Pavithra A and Ms. Rasmeeen Hassana. The initiative highlighted the role of young innovators in shaping the future of technology, society and sustainable progress.

Independence Day Celebrations

Patriotism filled the office on 14th August as CODEWORK celebrated Independence Day with intellectual and interactive events, including patriotic quizzes and puzzle activities. Messages of empowerment and national spirit were delivered by Executive Director Ms. Mathumitha and Managing Director Ms. Christina, honouring the significance of the occasion. Event winners were acknowledged with awards in true CODEWORK tradition.



Onam Celebrations

On September 5th 2025, Onam brought an air of elegance and floral artistry to the CODEWORK campus. A spirited Pookolam competition divided participants into teams, filling the workplace with colour, fragrance and tradition. The celebrations fostered cultural connection and community spirit.



Diwali Celebrations

Diwali illuminated the CODEWORK campus on 16th October with cheerful activities, festive games and spirited team engagement. Cup stacking, balloon popping and collaborative challenges fostered shared laughter and festive bonding, making the Festival of Lights a memorable celebration of positivity and joy.



Christmas Celebrations

The year drew to a close with Christmas Celebrations at CODEWORK's newly established office at SSPDL Alpha City. The season was welcomed through cake cutting, festive games such as flip the cup, save your balloon, keep it a float and gift sharing, while special event prizes and traditional plum cakes added to the warmth of the occasion.



World Literacy Day 2025


To mark World Literacy Day, CODEWORK released a special commemorative video presented by the AI Engineering team, focusing on how Artificial Intelligence can be effectively leveraged to enhance literacy. The video highlighted practical and inclusive ways AI-driven tools can support learning, improve accessibility, and empower individuals through technology-enabled education.



Half-Yearly Team Outing

The Half-Yearly Team Outing of 2025 was organized at Green Coconut Resort, ECR on 4th July. The day began with a formal gathering where leadership addressed the team and acknowledged exceptional contributions. This was followed by a series of fun events including cricket matches, pool activities, and concluded with a lavish lunch buffet—leaving the team with unforgettable memories and cheerful smiles.





Photography Competition 2025

To commemorate International Photography Day, CODEWORK organized an internal Photography Day Competition on 19th August 2025, encouraging employees to express creativity beyond their professional roles. The initiative aimed to provide a platform for team members to capture moments that reflect their perspectives, storytelling abilities, and artistic vision, while fostering a culture that values creativity and self-expression in the workplace.

The competition witnessed enthusiastic participation from employees across various teams, resulting in a diverse and visually compelling collection of photographs. Each submission uniquely captured the essence of CODEWORK's values—innovation, integrity, collaboration, and teamwork—through candid moments, creative compositions, and thoughtful narratives. The event not only highlighted hidden talents within the organization but also strengthened cross-team engagement and appreciation for creative pursuits.

Beyond the competition, the photographs served a meaningful purpose by contributing to CODEWORK's marketing and branding initiatives, offering authentic visual content rooted in real employee experiences. Additionally, these images now stand as lasting visual memories of 2025, preserving moments that reflect the organization's culture, people, and shared journey throughout the year.



CARROM CLASH

-2025-
In-office Carrom Tournament

CODEWORK's in-house Carrom Clash 2025, held from 4th to 8th August, brought together employees from across teams for a spirited five-day championship filled with energy, skill, and friendly competition. The event was designed not only as a fun-filled activity but also as an opportunity to foster camaraderie, teamwork, and engagement among employees in a relaxed and enjoyable setting. Participants showcased remarkable focus, strategy, and sportsmanship throughout the tournament, making the event a vibrant highlight of the month.

After days of intense matches, the championship trophy was proudly claimed by Mr. Alagasan and Ms. Samiksha B, while the runners-up titles went to Mr. Sainath M and Ms. Freeda Esther. The tournament celebrated both individual talent and collaborative spirit, leaving participants motivated and inspired. Carrom Clash 2025 reinforced CODEWORK's commitment to promoting recreational activities and maintaining a balanced, engaging workplace where employees can unwind, connect, and celebrate shared achievements.





January concluded on an empowering and insightful note with the successful conduct of the Professional Communication & Etiquette Workshop at CODEWORK. Curated specifically for interns, trainees, and junior engineering resources, the session was designed to bridge the gap between academic exposure and real-world corporate expectations. It provided a structured learning platform to help young professionals understand the behavioral and communication standards essential for success in today's professional environments.

The workshop focused on core aspects of workplace readiness, including effective verbal and non-verbal communication, professional email and meeting etiquette, interpersonal skills, and grooming standards. Through practical scenarios, relatable examples, and interactive discussions, interns, trainees, and junior engineering resources gained clarity on presenting themselves with confidence, professionalism, and purpose in corporate settings.

This initiative reaffirmed CODEWORK's commitment to nurturing capable, confident, and industry-ready talent at every early career stage. By investing in the holistic development of interns, trainees, and junior engineering professionals, CODEWORK continues to foster a culture of professionalism, accountability, and continuous learning laying a strong foundation for sustainable individual growth and organizational excellence.





RESUME MASTERY

-Make your first impression count-
A ONE DAY WORKSHOP ON RESUME BUILDING FOR INTERNS

The Resume Mastery Workshop was thoughtfully conducted to equip interns, freshers, and outside participants—including final-year students—with the essential skills required to craft impactful, market-ready resumes. Designed to address the evolving expectations of today’s job market, the session focused on helping participants structure, update, and present their resumes in a clear, professional, and recruiter-friendly manner, enabling them to position themselves confidently for career opportunities.

The session was led by Ms. Mageshwari, Talent Acquisition Specialist at CODEWORK, who shared valuable industry insights drawn from real-world hiring experiences. She guided interns and final-year students through effective resume formats, role-specific customization, keyword optimization, and common mistakes to avoid. Practical templates and hands-on strategies were shared to help participants clearly showcase their skills, academic achievements, internships, and project experience.

Beyond resume building, the workshop emphasized overall career readiness by offering clarity on how recruiters evaluate profiles and shortlist candidates. The interactive discussions and Q&A segments allowed interns and external student participants to gain personalized insights and actionable takeaways. This initiative reinforced CODEWORK’s commitment to extending career-focused learning beyond its organization and empowering emerging talent with industry-relevant guidance.



GUEST LECTURE

on the topic: **Agentic AI - LangGraph, LangChain**



CODEWORK reinforced its commitment to technical excellence and continuous learning by driving focused knowledge-sharing initiatives throughout 2025. With rapid advancements in artificial intelligence reshaping industries, the organization placed strong emphasis on empowering its workforce with future-ready skills and practical exposure to next-generation technologies. These initiatives were designed not only to enhance technical competence but also to cultivate curiosity, innovation, and informed problem-solving across teams.

A key milestone in this journey was the Agentic AI Workshop conducted on 25th July 2025, led by Dr. S. Sumathi, AI Researcher and Professor at St. Joseph's College, OMR. The intensive three-hour session provided participants with in-depth insights into emerging AI frameworks such as LangGraph and LangChain, helping them understand agent-based architectures, orchestration of intelligent systems, and their relevance in real-world enterprise applications. The session bridged theoretical foundations with applied perspectives, enabling employees to grasp how modern AI tools can be effectively leveraged in complex solution design.

The workshop concluded with an engaging interactive hour, fostering open dialogue between the expert and participants. This segment allowed employees to clarify advanced concepts, discuss practical challenges, and explore real-time use cases aligned with CODEWORK's AI initiatives. Such expert-led engagements reflect CODEWORK's ongoing investment in nurturing a technically empowered workforce, strengthening its position as a knowledge-driven organization committed to innovation, collaboration, and sustainable AI excellence.



WORKFORCE DEVELOPMENT



EXPERT CONNECT

**Protecting institutions from
Deepfake Attacks &
Security issues with deploying LLMs**



CODEWORK continued to advance its vision of responsible and secure AI adoption by fostering critical awareness around emerging risks and ethical considerations in advanced technologies. As AI systems become increasingly powerful and pervasive, the organization places strong emphasis on equipping its workforce with the knowledge required to navigate security challenges, safeguard institutional integrity, and uphold responsible innovation practices.

As part of this initiative, CODEWORK hosted an Expert Connect Session on 23rd September 2025, featuring Mr. Praveen Benedict, Founder of Authentia and a renowned Deepfake Detection Researcher. The session delivered in-depth insights into the evolving threat landscape posed by deepfake technologies and the complexities involved in deploying large language models at scale. Participants gained clarity on identifying manipulation risks, understanding AI-driven misinformation, and addressing vulnerabilities that can impact organizations and stakeholders.



The interactive discussion further enriched participants' understanding of AI governance, institutional risk mitigation, and secure implementation strategies, reinforcing the importance of ethical frameworks alongside technological advancement. This knowledge-driven engagement strengthened organizational awareness around AI security and empowered employees to approach innovation with a balanced mindset, combining technical excellence with responsibility, trust, and long-term sustainability.

WORKFORCE DEVELOPMENT



HR EXTENSION ACTIVITIES

Throughout the year, CODEWORK's HR team actively participated in a series of prestigious HR conferences and industry forums as part of its ongoing HR Extension Activities. The team progressively engaged in over four major events, including KEKA HR Katalyst 2025, the HRATN Annual Conference, HR Festival 2025, and the HRATN Inauguration, each serving as a vital platform for learning, networking, and professional exchange. These events brought together industry leaders, HR strategists, and thought leaders, offering deep insights into contemporary people practices and organizational transformation.

The objective of these engagements was to keep CODEWORK's HR department aligned with excellence in evolving business outlooks and workforce dynamics. Through exposure to emerging HR technologies, policy trends, leadership strategies, and future-ready people management practices, the HR team strengthened its capability to support business growth and employee well-being. These extension activities reflect CODEWORK's commitment to continuous learning, progressive HR practices, and maintaining a forward-thinking approach in an ever-changing corporate landscape.



WORKFORCE DEVELOPMENT



As part of its ongoing CSR initiatives, CODEWORK conducted a Computer Awareness Program for school children in a rural village in Madurai, aiming to bridge the digital divide at the grassroots level. The program focused on introducing primary school students to the basics of computers, helping them understand fundamental concepts such as computer usage, simple applications, and the importance of digital literacy in today's world. This initiative was designed to spark curiosity and build early confidence in technology among young learners.

The session was led by our CSR Champion- Mr. Arunkumar AA from CODEWORK's Senior Technical Team, who took the initiative to represent the organization and engage directly with the students. Through simple explanations, interactive demonstrations, and child-friendly learning methods, he made technology approachable and enjoyable for the students. At the conclusion of the program, participation certificates were distributed to encourage and recognize the children's enthusiasm and learning. This initiative reflects CODEWORK's commitment to social responsibility and its belief in empowering future generations through education and digital inclusion.



CSR ACTIVITIES



CAREER GUIDANCE

As part of its CSR initiatives, CODEWORK organized a Career Guidance Program for 250 high school students from government schools, with the objective of empowering young minds to make informed academic and career decisions. The session focused on creating awareness about diverse career pathways, higher education opportunities, and the skills required to succeed in an evolving job market. By addressing common doubts and misconceptions, the program aimed to broaden students' perspectives and instill confidence about their future aspirations.

The session was led by CODEWORK's HR Team, under the leadership of Mr. Neaven Christopher- who engaged the students through interactive discussions, real-life examples, and practical guidance tailored to their educational backgrounds. Topics such as goal setting, choosing the right academic streams, emerging career options, and the importance of skill development were emphasized. This initiative reflected CODEWORK's strong commitment to social responsibility, highlighting its efforts to support underrepresented student communities and contribute meaningfully to shaping the next generation of professionals.

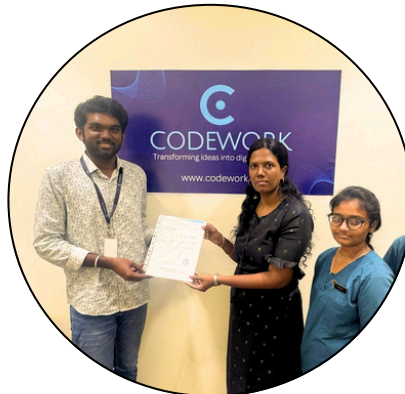


Employee Well-Being Initiatives

At CODEWORK, employee well-being is a priority woven into our workplace culture. Throughout the year, we conducted a range of welfare initiatives aimed at promoting physical health, mental wellness, and team bonding.

Dental Check-up camp

The dental health check-up camp by Sri Venkateswara Dental College was conducted to encourage awareness of oral hygiene and preventive care. Employees benefited from professional dental screenings and expert guidance. Offering the camp at the workplace made healthcare convenient and employee-friendly. The program reflects our continued commitment to holistic employee wellness.



Eye Health Check-up Camp

The eye health check-up camp was organized to promote preventive eye care among employees by experts from Dr. Agarwal Eye Hospital. It enabled early detection of vision-related concerns and encouraged timely consultation. By facilitating on-site eye screenings, we ensured ease of access and participation. This initiative reinforces our focus on protecting long-term visual well-being at work.



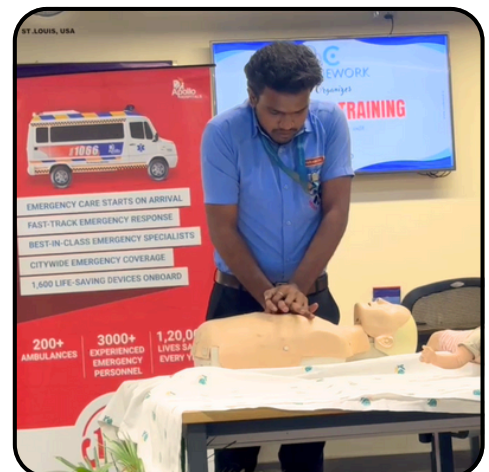
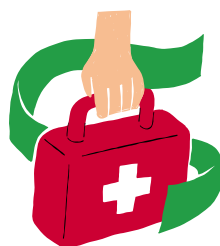
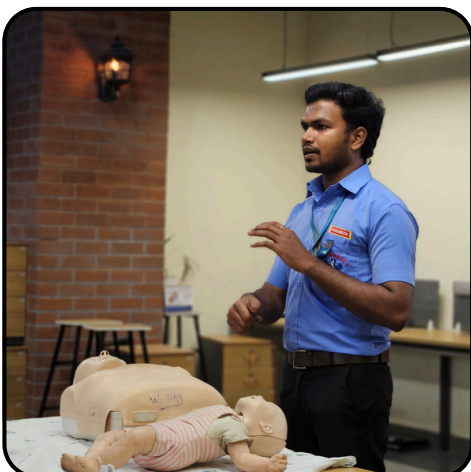
Monthly Turf Game outings

Our monthly turf game evenings are designed to promote physical activity, stress relief, and team bonding beyond work hours. Employees come together in a relaxed setting to play, interact, and unwind. These sessions foster camaraderie, collaboration, and a sense of belonging. It's our way of encouraging work-life balance through fun and recreation.



First Aid Training Camp

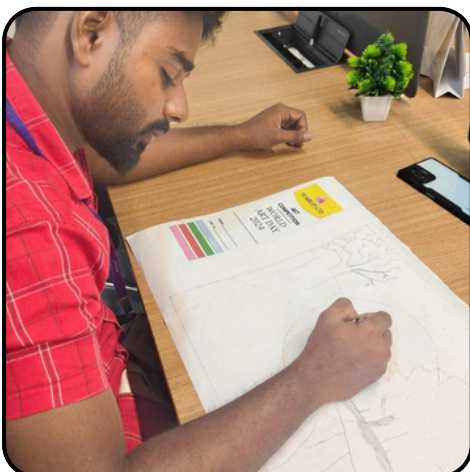
Our first aid training programs equip employees with essential life-saving and emergency response skills. Participants gain hands-on knowledge to handle medical and workplace emergencies confidently. Experts from Apollo Hospitals provided the training at our campus. These sessions strengthen safety awareness and preparedness across teams. The program reinforces our focus on creating a safe and responsible work environment.



MONTHLY FUN FRIDAYS @ OFFICE

At CODEWORK, Fun Fridays have become a cherished monthly tradition, designed to bring a refreshing break to the workweek while fostering team spirit and camaraderie. These regular sessions are carefully curated with engaging activities, games, and light-hearted competitions that encourage employees to unwind, interact across teams, and celebrate small wins together. By combining recreation with connection, Fun Fridays play a vital role in enhancing workplace morale, boosting energy levels, and reinforcing a positive, people-first culture.

Beyond just fun, these sessions contribute to employee engagement, collaboration, and creativity, creating opportunities for colleagues to bond in informal settings and strengthen interpersonal relationships. Whether it's team challenges, themed events, or friendly contests, Fun Fridays consistently highlight CODEWORK's commitment to maintaining a healthy, balanced, and vibrant work environment, where work and enjoyment go hand in hand.



EMPLOYEE *Insights*

“Joining CODEWORK as a fresher through the recruitment drive was both exciting and reassuring. From day one, I felt welcomed and supported, not just trained, but genuinely guided. The team encourages questions, learning, and experimentation, which helped me gain confidence quickly. It’s empowering to start my career in a place where growth is nurtured and curiosity is valued.”



**Mr. Meganathan V
Jr. AI Engineer**



**Ms. Swapna Veluru
Sr. Technical Lead Consultant**

“This year has been especially rewarding, allowing me to contribute beyond delivery through mentoring, collaboration, and problem-solving at scale. The company’s people-first culture- built on trust, ownership, openness, and continuous learning, has supported both personal and technical growth, while empowering teams to innovate, collaborate naturally, and consistently deliver high-quality solutions that truly matter to clients and to one another”

EMPLOYEE *Insights*

“The internship program at CODEWORK was unlike any other learning experience I’ve had. It went beyond theory, I was exposed to real projects, real challenges, and real mentorship. The guidance from the team made me feel like a contributor, not just an intern. This experience has truly shaped my confidence and career direction.”



Ms. Nivetha S
AI Intern



Mr. Sridhar Muralidharan
Project Manager

“After years in the industry, joining CODEWORK felt refreshing. The organization combines the agility of a growing company with the discipline of mature processes. What impressed me most was the leadership’s clarity of vision and respect for experience, while still being open to new ideas. It’s a place where experience is valued, and innovation is continuously encouraged.”

CLIENT Insights

“Joining hands with CODEWORK has been an exceptional experience for us at Little Sparks Global. The team successfully delivered our mobile and web application for the management system in record-breaking time, without compromising on quality or functionality. Their technical expertise, agility, and clear communication throughout the development process made the collaboration seamless and highly effective. We look forward to many more associations and continued collaboration with CODEWORK in 2026 and beyond.”



“Partnering with CODEWORK has been a seamless and rewarding experience for us at Futuro Info Tech. Their team demonstrates strong technical expertise, clear communication, and a genuine commitment to understanding our business needs. CODEWORK’s proactive approach and reliable delivery have added real value to our projects, making them a trusted technology partner. We look forward to many more years of successful collaboration and shared growth ahead.”

PHOTO GALLERY

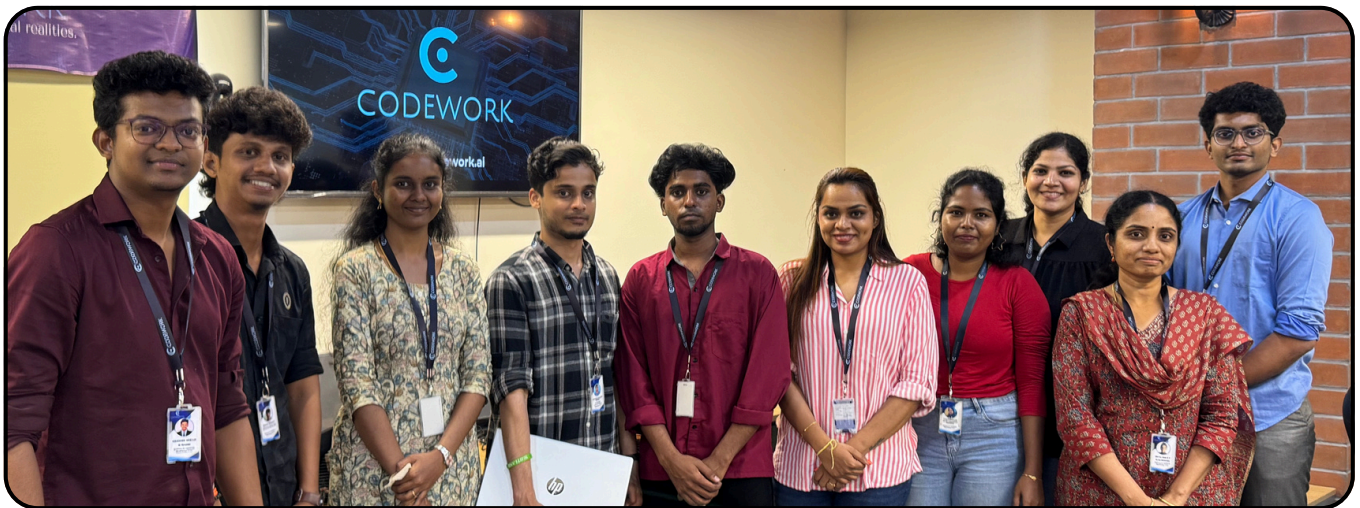


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MOVING FORWARD TOGETHER

As we step into 2026, we do so with gratitude for the journey behind us and renewed confidence in the path ahead. The collective efforts, resilience, and commitment of our people have laid a strong foundation for continued growth. Every milestone achieved has strengthened our belief that progress is best driven by collaboration, purpose, and an unwavering focus on excellence.

Looking forward, 2026 stands as a year of high hopes, bold ambitions, and meaningful achievements. With innovation as our compass and people as our greatest strength, we are poised to reach new heights, embrace transformative opportunities, and create lasting impact across everything we do. Together, we move ahead with optimism, determination, and the shared vision of shaping a future marked by success, integrity, and enduring value.

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