

FluxGen Industries Ltd.

Forging Tomorrow's Welds

Airdrie, Alberta, Canada

<http://www.fluxgenindustries.ca>

Management Team & Key Personnel

Executive Team Overview

FluxGen Industries is led by a highly experienced founding team with complementary expertise in manufacturing operations, business development, supply chain management, and quality control. The team combines decades of collective experience in welding consumables manufacturing and industrial operations.

Leadership Philosophy:

- Customer-focused approach with emphasis on quality and service
- Operational excellence and continuous improvement mindset
- Collaborative leadership style promoting team development
- Strategic thinking balanced with hands-on execution
- Commitment to safety, environmental responsibility, and community engagement

Team Strengths:

- Proven track record in scaling manufacturing operations globally
- Deep understanding of welding industry and customer needs
- Strong relationships with suppliers, customers, and industry partners
- Technical knowledge of SAW flux formulation and manufacturing processes
- Operational excellence in logistics, quality control, and compliance

Management Team Summary

Name	Position	Background	Current Role
Pratik Jhaveri	Founder & Technical Director	Founder and former owner of Jhaveri Weld Flux Ltd., a publicly listed SAW flux and wire manufacturing company on the Mumbai and Ahmedabad Stock Exchanges. Under his leadership, Jhaveri Weld Flux became one of India's largest welding consumables manufacturers, producing both agglomerated SAW flux and flux-cored wire at scale.	Lead Software Engineer at Aylo

Arpan Patel	Operations & Logistics Manager	Warehouse and inventory management experience at Loblaws Canada, one of the country's largest retail and distribution networks. Managed high-volume logistics, inventory systems, and labour coordination in a fast-paced operational environment.	Former warehouse and inventory management at Loblaws Canada
Abhishek Patel	Sales & Marketing Lead	Young, dynamic professional with strong command of English and natural presentation skills. Brings energy, clarity, and confidence to client-facing roles.	Sales and Marketing Professional
Bhargav Patel	Quality Assurance & Compliance Manager	Frontend IT professional with a rules-oriented mindset and exceptional attention to detail. Thrives in structured environments where precision, documentation, and process adherence are critical.	Frontend IT Professional

Individual Biographies

Pratik Jhaveri — Founder & Technical Director

Contact: Email: pratik.jhaveri@fluxgenindustries.ca | Phone: +1 647 675 3041

Background:

Founder and former owner of Jhaveri Weld Flux Ltd., a publicly listed SAW flux and wire manufacturing company on the Mumbai and Ahmedabad Stock Exchanges. Under his leadership, Jhaveri Weld Flux became one of India's largest welding consumables manufacturers, producing both agglomerated SAW flux and flux-cored wire at scale.

Expertise:

- Complete technical knowledge of SAW flux formulations (neutral, basic, acidic)
- Deep operational experience in agglomeration, baking, quality control, and production scaling
- Full understanding of wire manufacturing processes and integrated plant operations
- Proven track record in building and scaling industrial manufacturing businesses

Current Role:

Lead Software Engineer at Aylo

Value to FluxGen:

Pratik is the technical backbone of FluxGen. His firsthand experience running a publicly listed flux manufacturing company ensures that FluxGen's formulations, processes, and quality standards are world-class from day one.

Arpan Patel — Operations & Logistics Manager

Contact: Email: arpan.patel@fluxgenindustries.ca | Phone: +1 306 209 5912

Background:

Warehouse and inventory management experience at Loblaws Canada, one of the country's largest retail and distribution networks. Managed high-volume logistics, inventory systems, and labour coordination in a fast-paced operational environment.

Expertise:

- Exceptional interpersonal and communication skills
- Strong network of contacts across Canadian industrial and logistics sectors
- Proven ability to manage labour, resolve conflicts, and maintain smooth day-to-day operations
- Hands-on problem-solver with deep operational instincts

Current Role:

Former warehouse and inventory management at Loblaws Canada

Value to FluxGen:

Arpan is the operational anchor of FluxGen. His ability to manage people, materials, and workflows ensures that the plant runs efficiently, labour is motivated, and supply chain execution is flawless. His contacts will be critical for vendor relationships, local partnerships, and on-ground problem-solving.

Abhishek Patel — Sales & Marketing Lead

Contact: Email: abhishek.patel@fluxgenindustries.ca | Phone: +1 587 578 3883

Background:

Young, dynamic professional with strong command of English and natural presentation skills. Brings energy, clarity, and confidence to client-facing roles.

Expertise:

- Sales and business development
- Marketing strategy and brand positioning
- Client relationship management
- Public speaking and corporate communications

Current Role:

Sales and Marketing Professional

Value to FluxGen:

Abhishek is the voice of FluxGen. He will lead customer acquisition, manage key accounts, represent FluxGen at trade shows, and build the brand's presence in the Canadian and North American welding markets. His communication skills make him the ideal spokesperson for investor meetings, partnerships, and media engagement.

Bhargav Patel — Quality Assurance & Compliance Manager

Contact: Email: bhargav.patel@fluxgenindustries.ca | Phone: +1 587 971 7887

Background:

Frontend IT professional with a rules-oriented mindset and exceptional attention to detail. Thrives in structured environments where precision, documentation, and process adherence are critical.

Expertise:

- Detail-oriented quality control and process documentation
- Strong organizational and compliance instincts
- Systematic approach to problem-solving
- Ability to design and enforce SOPs, checklists, and audit trails

Current Role:

Frontend IT Professional

Value to FluxGen:

Bhargav is the quality gatekeeper of FluxGen. His meticulous nature ensures that every batch of flux meets specification, every process is documented, and every certification requirement is met. He will lead the QC lab setup, manage AWS certifications, and ensure FluxGen's reputation for consistency and reliability.

Organizational Structure & Reporting

Organizational Reporting Structure

Position	Reports To	Direct Reports	Key Responsibilities
Founder & Technical Director	Board of Directors	All Managers	Technical strategy, formulations, R&D;, quality standards
Operations & Logistics Manager	Founder	Production, warehouse staff	Daily operations, supply chain, inventory, vendor management
Sales & Marketing Lead	Founder	Sales team	Customer acquisition, account management, brand development
Quality Assurance & Compliance Manager	Founder	QC technicians	Quality control, certifications, process documentation, compliance
Production Manager	Operations Manager	Operators, maintenance	Daily production, scheduling, equipment maintenance
Warehouse Supervisor	Operations Manager	Warehouse staff	Inventory, shipping, receiving, logistics coordination

Corporate Governance: FluxGen Industries will establish a Board of Directors with independent oversight and industry expertise. The board will provide strategic guidance, risk oversight, and performance monitoring.

Management Philosophy:

- Flat organizational structure promoting communication and agility
- Clear accountability and decision-making authority
- Cross-functional collaboration and teamwork
- Performance-based culture with measurable objectives
- Open communication and continuous feedback

Decision-Making Process:

- Daily operations managed by department managers
- Weekly management team meetings for coordination
- Monthly board meetings for strategic oversight
- Quarterly business reviews with stakeholders
- Annual strategic planning and budget cycles

Performance Management:

- Clear job descriptions and performance expectations
- Regular performance reviews and development planning
- Compensation aligned with company and individual performance
- Professional development and training opportunities
- Recognition and advancement programs

Advisory Board & Industry Experts

FluxGen Industries is establishing an Advisory Board comprising industry experts, successful entrepreneurs, and technical specialists to provide strategic guidance and market insights. **Advisory Board Structure:**

Industry Expert - Welding Technology:

- Background: 25+ years in welding consumables industry
- Expertise: Product development, technical standards, customer applications
- Value: Market insights, product strategy, technical validation

Business Advisor - Manufacturing:

- Background: Former manufacturing executive with scaling experience
- Expertise: Operations optimization, lean manufacturing, quality systems
- Value: Operational strategy, process improvement, cost optimization

Financial Advisor - Industrial Investments:

- Background: Investment banking and industrial finance experience
- Expertise: Capital markets, mergers & acquisitions, financial strategy
- Value: Financial planning, funding strategy, exit planning

Government Relations Advisor:

- Background: Former government official with economic development experience
- Expertise: Regulatory affairs, government programs, public-private partnerships
- Value: Regulatory guidance, funding programs, government relations

Customer Advisory Panel:

FluxGen will also establish a Customer Advisory Panel with representatives from key customer segments:

- Major fabrication companies
- Pipeline construction contractors
- Equipment manufacturers
- Government and municipal users

This panel will provide ongoing feedback on product development, market trends, and service requirements.

Advisory Structure & Engagement

Advisory Function	Meeting Frequency	Key Topics	Expected Outcomes
Board of Directors	Monthly	Strategy, performance, major decisions	Governance oversight, strategic guidance
Industry Advisory Board	Quarterly	Market trends, product development	Market insights, technical direction
Customer Advisory Panel	Semi-annually	Product feedback, service needs	Product roadmap, service improvement
Financial Advisors	As needed	Funding, financial strategy, exit planning	Financial optimization, growth strategy
Technical Consultants	As needed	Process optimization, troubleshooting	Technical problem solving, innovation

Staffing Plan & Human Resources Strategy

Staffing Plan by Phase

Position	Phase 1 (Months 1-6)	Phase 2 (Months 7-18)	Phase 3 (Months 19+)	Key Qualifications
Founding Team	4 founders	Same	Same	Industry experience, leadership
Production Staff	3-4 operators	6-8 operators	10-12 operators	Manufacturing experience, safety
Quality Control	1 technician	2 technicians	3 technicians	Lab experience, certifications
Maintenance	1 mechanic	2 mechanics	3 mechanics	Equipment maintenance, troubleshooting
Administration	1-2 staff	2-3 staff	3-4 staff	Accounting, HR, customer service
Sales Representatives	1 rep	2 reps	3-4 reps	Industry relationships, technical sales
Total FTE	10-12	15-18	23-27	

Recruitment Strategy:

- Target experienced professionals from oil & gas, manufacturing, and welding industries
- Partner with local technical colleges and trade schools for skilled trades
- Competitive compensation packages with performance incentives
- Comprehensive benefits including health, dental, retirement, and professional development
- Employee stock option plan for key contributors

Training & Development:

- Comprehensive orientation program for safety and quality procedures
- Technical training on equipment operation and maintenance
- Cross-training to develop versatile workforce
- Professional development and certification support
- Leadership development for high-potential employees

Workplace Culture:

- Safety-first culture with zero-incident goal
- Team-oriented environment promoting collaboration
- Open communication and employee feedback
- Recognition and reward programs
- Work-life balance and flexible scheduling where possible

Compensation Philosophy:

- Market competitive base salaries
- Performance-based bonuses and incentives
- Comprehensive benefits package
- Equity participation for key employees
- Professional development investment

Employee Relations:

- Regular employee surveys and feedback sessions
- Fair and consistent HR policies and procedures
- Conflict resolution and grievance procedures
- Wellness programs and employee assistance
- Community involvement and volunteer opportunities

Skills Development:

FluxGen is committed to developing local talent through:

- Apprenticeship programs with local trade schools
- Technical certification support and reimbursement
- Cross-functional training and career advancement
- Industry conference and training attendance
- Mentorship programs pairing senior and junior staff