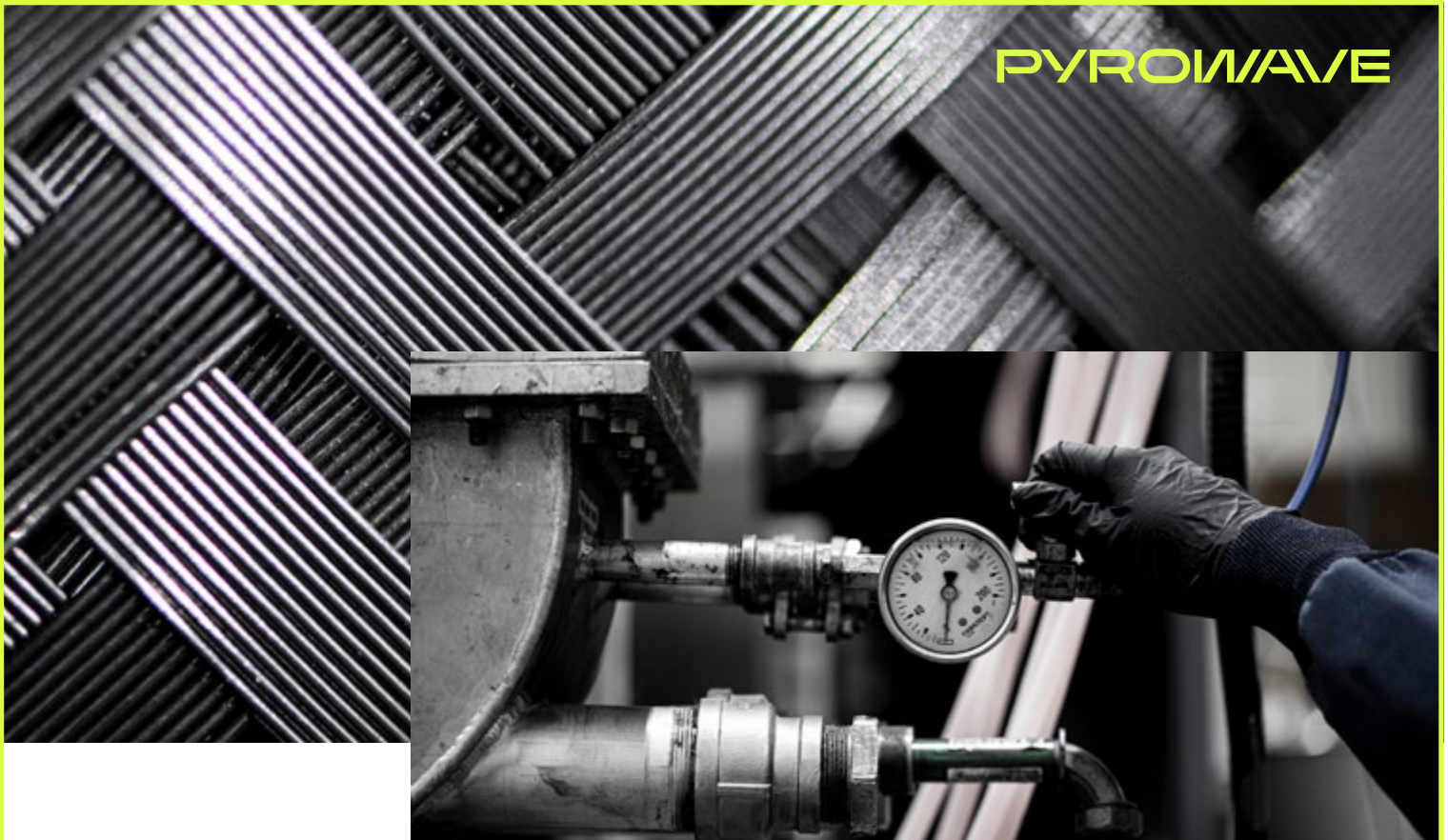




PYROWAVE

AN IMPACTING TEAM PLAYER

Pyrowave presents to you a series of interviews with its employees in order to better know the faces of those who are the driving force of the firm. The star of the day is **Jonathan Bouffard, VP Products** in charge of the engineering team.



Virginie Bussières: Jonathan, you have been Pyrowave's VP Products since 2019. What is your background?

Jonathan Bouffard: I did my bachelor's degree at Polytechnique Montreal, then I went on to do a PhD under the direction of Jamal Chaouki, one of Pyrowave's co-founders. During my bachelor's degree, I had the opportunity to work in the pharmaceutical industry on a contractual basis as well as in the food industry. Following my PhD and before joining Pyrowave, I worked for nearly nine years in a firm whose focus was the remediation of mining waste and rejects for their recovery into high-value products.

V.B: What led you into the environmental industry and to join Pyrowave?

J.B: Since the beginning of my career, I almost always worked in this field or had a mandate associated to it. The environment industry attracted me more than the oil industry. The former is a field that has an impact. You feel like you're doing things that are going to make a positive change and help society in the end. And Pyrowave, I have believed in the project and the team from the beginning. I have known Jocelyn – the CEO – for nearly twenty years. I have been involved in different

ways all along. I thought that the concept of microwave depolymerization was very original and promising. The team was motivated, competent, and mastered very well the technical aspects. They took their time to make the concept work – which was their primary goal. So, for me it was a no-brainer to join the team if ever asked, which happened in 2019.

V.B: What do you think distinguishes the startup from the rest of the industry?

J.B: It is rare that a startup has enough money to be self-sufficient from the beginning. Sometimes, people will promote the image of a functional technology based on preliminary concepts. They hope to raise capital while developing their project, but they might realize, a bit lately, that they should have worked upstream. I am not saying that this approach cannot work, but unfortunately, with a disruptive technology, it hardly succeeds. Pyrowave chose a different approach because Jocelyn and Jean-Philippe had experience in developing disruptive or complex processes. So, unlike the other approach, they took their time to gather information and build the technology. Pyrowave did not raise money in the first years, but in the end, it paid off because we have a functional and very robust project.

V.B: What is the role of VP Products at Pyrowave?

J.B: My first responsibility is to supervise the engineering activities, both at the customer site and internally at the pilot plant. On the commercial side, I manage the preparation of modules for our microwave depolymerization technology platform and the needs of customers. For the pilot plant, I support research, the design of equipment, and their implementation at our pilot plant in Valleyfield.

V.B: What are the main challenges that you're facing every day?

J.B: At present, not seeing customers or manufacturers for commercial project preparation is a bit difficult. It took a little longer, but we got there anyway. Like everyone else, Teams has become a must-have tool. Sometimes it's not as functional as in person, especially since the team doubled in a year, so it was hard not to see the people we were hiring. The other challenge is that R&D needs are ever changing, so the engineering team has to adapt quickly. And because we're in the commercialization phase, the team is very stretched, but these are exciting challenges.

V.B: What stimulates you the most in your daily work?

J.B: What stimulates me the most is to make this beautiful little platform work! It's stimulating to transform it into an industrial application, into a usable system that we can

sell on the market. And it's motivating to work with people who always have new ideas for disruptive developments, not necessarily depolymerization, but other applications. The passion is still alive, for the people who have been here for 10 years and for the new employees as well. I am very proud to be a part of this company, and all the team members are very proud to be part of this adventure.

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Jonathan Bouffard, VP Products

V.B: What is your vision of the future: for you, for Pyrowave, and for society as a whole?

J.B: For Pyrowave, I definitely think that we will be able to have a successful application on the market, that we will be growing in the next few years, because we have something technologically viable. On the personal side, I have always worked on projects associated with the environment field, and I still see myself continuing to do so in the long-term. To say that I will be working at Pyrowave until the end of my career, until I retire at 85, that I don't know, maybe (LAUGHTER). Then on my side, I help people who ask me for advice for projects not related to Pyrowave at all. So, I see myself doing all this for many years to come, maybe as long as I maintain both my brain and health. For society, I hope people will take climate change a little bit more seriously and understand that the earth's resources are not infinite. That's what we do at Pyrowave, we value resources and, thus, we put them back into the loop.

V.B: Outside of your involvement as VP, what are your hobbies?

J.B: Currently, I don't have many hobbies (LAUGHTER). Before the pandemic, I used to do a lot of competitive training, I used to do weightlifting. I'm a bit of a workaholic, so, if I'm not doing something work-related, I'm going to help other people do projects. Otherwise, I keep myself mentally and physically fit as much as I can in this situation.



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