



## METHANEX DIVERSITY POLICY

### Our Commitment to Diversity

As the world's largest producer and supplier of methanol to major international markets, we strive to create an inclusive culture in which diversity is valued and sought after. Our global team of men and women from diverse backgrounds and geographies contribute their unique skills, experience and perspectives every day to adapt and respond to our customer needs, creating and capitalizing on opportunities. This competitive advantage is our "*Power of Agility*" and it positions us for continued growth and global methanol leadership.

### What Diversity means to Methanex

1. **Creating a Diverse Workforce** – that targets three key attributes:
  - (a) Experiential (education, business and functional experience);
  - (b) Demographic (age, gender, ethnicity, nationality, geography); and
  - (c) Personal (personality, interests, values).
2. **Encouraging Diversity of Perspectives** – based on each individual's diverse attributes and unique skills and experiences.
3. **Valuing and Respecting Diversity of Stakeholder Views** – building strong internal and external relationships with key stakeholders, including with our employees, customers, suppliers, shareholders and the communities in which we live, operate and carry on business.

### Why is Diversity Important to Methanex

We aspire to have diversity, including gender diversity, throughout our organization, on the executive team and the Board, because it:

- Enhances and improves our decision making;
- Enables us to attract and retain the best talent to build a highly engaged and high performing workforce;
- Positions us to deliver on our business objectives;
- Protects our license to operate; and
- Assists us to adapt and quickly respond to our marketplace and the communities where we do business.



We recognize the importance of diversity, including gender diversity, at all levels of the company, including the Board and the executive team. Our Board and executive team believe that diversity is important for both board and organizational effectiveness. The three key diversity attributes (experiential, demographic and personal attributes) are essential with regard to creating an appropriate balance of skills, experience, independence and knowledge required on the Board and the executive team.

These diversity attributes, which specifically include gender diversity, are factored into the recruitment and decision making process when new Board and executive appointments are made. When engaging external search consultants to identify future candidates for Board or executive roles, such consultants are requested to take full account of all aspects of diversity in preparing their candidate list to provide a diverse and balanced slate where possible. Ultimately, appointments are based on merit, measured against objective criteria.