

## DIVERSITY & INCLUSION POLICY STATEMENT

Our D&I vision is to have an inclusive culture where diversity is valued, differences are embraced and everyone has the opportunity to contribute, develop and advance.

At Methanex, we believe that having a diverse team and an inclusive workplace creates a better culture, better decisions and a better company. To successfully leverage the benefits of a diverse workforce, we recognize that an inclusive culture is crucial to attract and retain talented people, enhance engagement, foster innovation, and ultimately strengthen our overall company performance.

Methanex established three guiding principles which act as our non-negotiable D&I commitments:

1. We are committed to building an inclusive organization where everyone feels safe, respected and valued as their unique self.
2. We are committed to a diverse organization that values different perspectives, backgrounds, skills and abilities.
3. We are committed to fair and unbiased people practices that are transparent and consistently applied.

Diversity and inclusion is to be further embedded into Methanex's practices and policies, including but not limited to:

- Talent acquisition
- Succession planning
- Learning & development
- Performance management
- Remuneration and benefits

The Methanex Board and Executive Leadership Team are committed to following a strategic approach and measuring progress on D&I through sponsorship of a Global D&I Council. The Council supports Methanex's commitments by developing and driving implementation of our D&I strategy and roadmap and measuring progress towards our D&I vision through qualitative and quantitative data.

We are also committed to ensuring a diverse Board of Directors through our Board Diversity Policy.

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