



# Methanex Investor Presentation

February 2015



A RESPONSIBLE CARE® COMPANY

# Forward-looking Statements & Non-GAAP Measures

Information contained in these materials or presented orally on the earnings conference call, either in prepared remarks or in response to questions, contains forward-looking statements. Actual results could differ materially from those contemplated by the forward-looking statements. For more information, we direct you to our 2013 Annual MD&A and our fourth quarter 2014 MD&A, as well as slide 30 of this presentation.

This presentation also contains certain non-GAAP financial measures that do not have any standardized meaning and therefore are unlikely to be comparable to similar measures presented by other companies. For more information regarding these non-GAAP measures, please see our 2013 Annual MD&A and our fourth quarter 2014 MD&A.

- **Methanol Global Leader**

- Leading market share, competitive assets, strong balance sheet

- **Positive Industry Outlook**

- Healthy demand growth outlook, limited new supply

- **Strong Cash Flow Generation & Distributions**

- 10% normal course issuer bid expiring May 5, 2015
- ~46% of shares bought back since 2000
- Dividend increased 10 times since implemented in 2002; ~2% yield

- **Growth Potential**

- Production: Geismar, Louisiana; Chile
- Demand growth into energy applications & Methanol-to-Olefins (MTO)

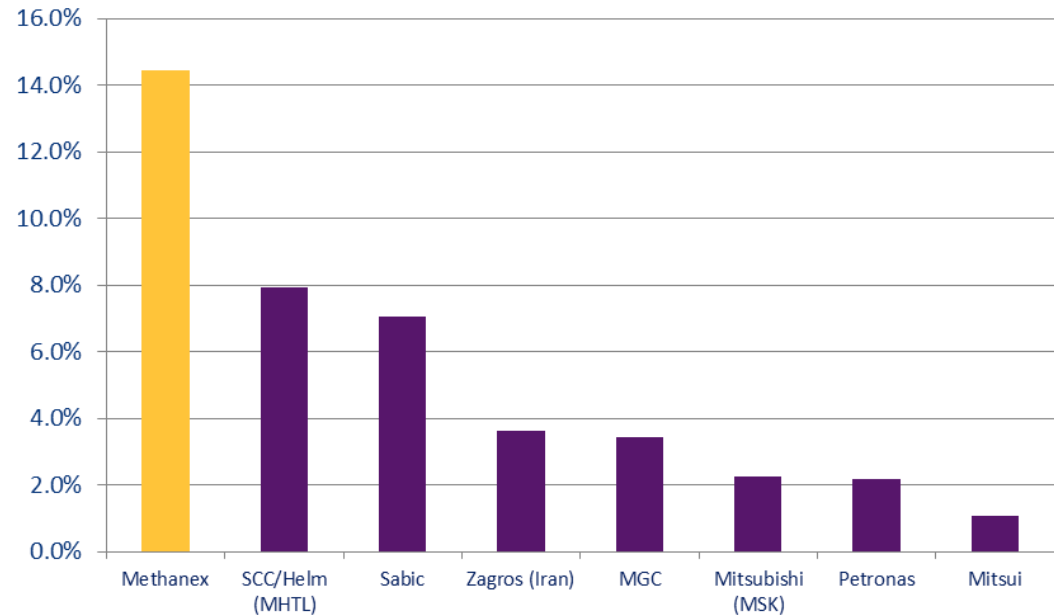
- **Value**

- Attractive cash flow multiple and trading at a discount to replacement cost

# Industry Overview

- ~59 million tonnes annual global demand<sup>1</sup>
- Top producers account for ~ half of global sales
- Methanex is the global leader
  - ~15% global market share<sup>2</sup>
  - Presence in all major regions
  - Methanex posted methanol prices are a key pricing reference in all major markets

## 2013 Estimated Global Market Share



Source: Methanex

<sup>1</sup> Estimated annualized demand at Q4, 2014 (excluding integrated methanol to olefins (MTO) demand). Source: Methanex

<sup>2</sup> Global market share is Methanex's share of total methanol sales excluding methanol consumed by integrated MTO producers. Source: Methanex

# Methanol End Uses

## Traditional Uses (60% of Demand)

### Formaldehyde

Wood Industry, Pharmaceuticals, Automotive



### Acetic Acid

Fleece, Adhesives, Paints



### Methyl Methacrylate

PMMA- LCD screens, automotive



### Methyl Chloride

Silicones



## Energy & MTO

## (40% of Demand; High Growth)

### Fuel Blending



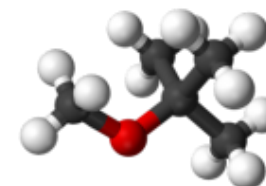
### DME (di-methyl-ether)



### Methanol-to-Olefins

# MTO

### MTBE



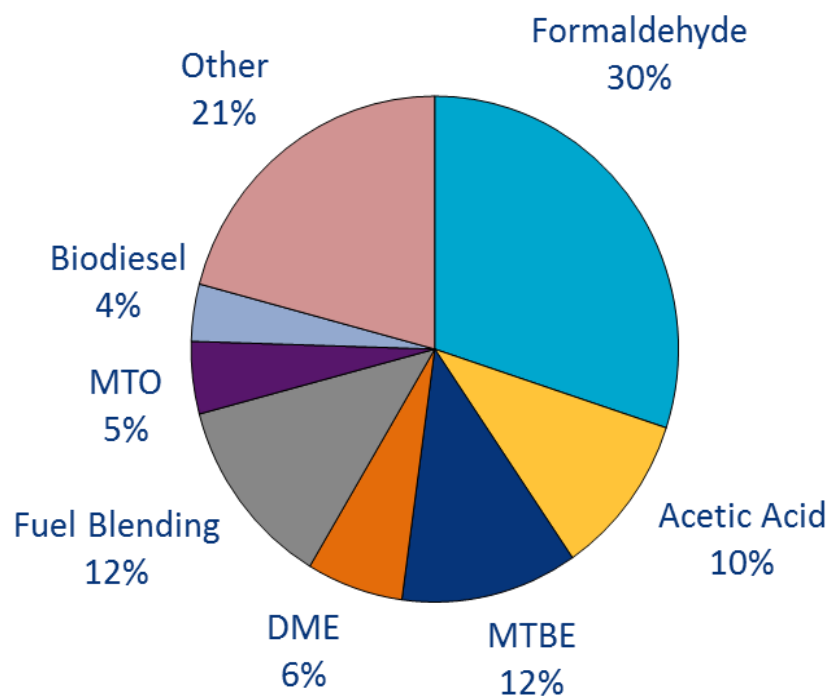
### Marine Fuels



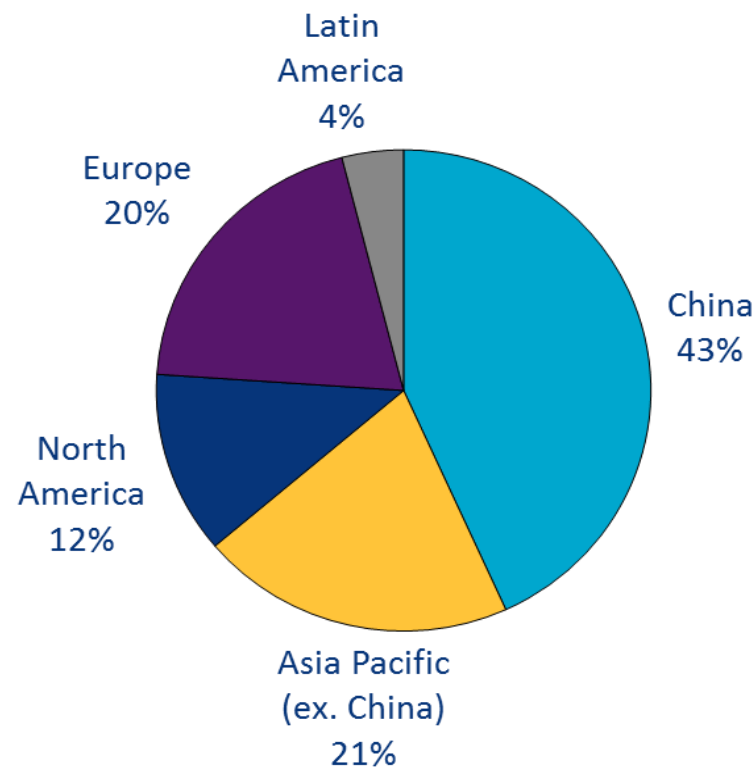


# Methanol Usage..

...By Derivative



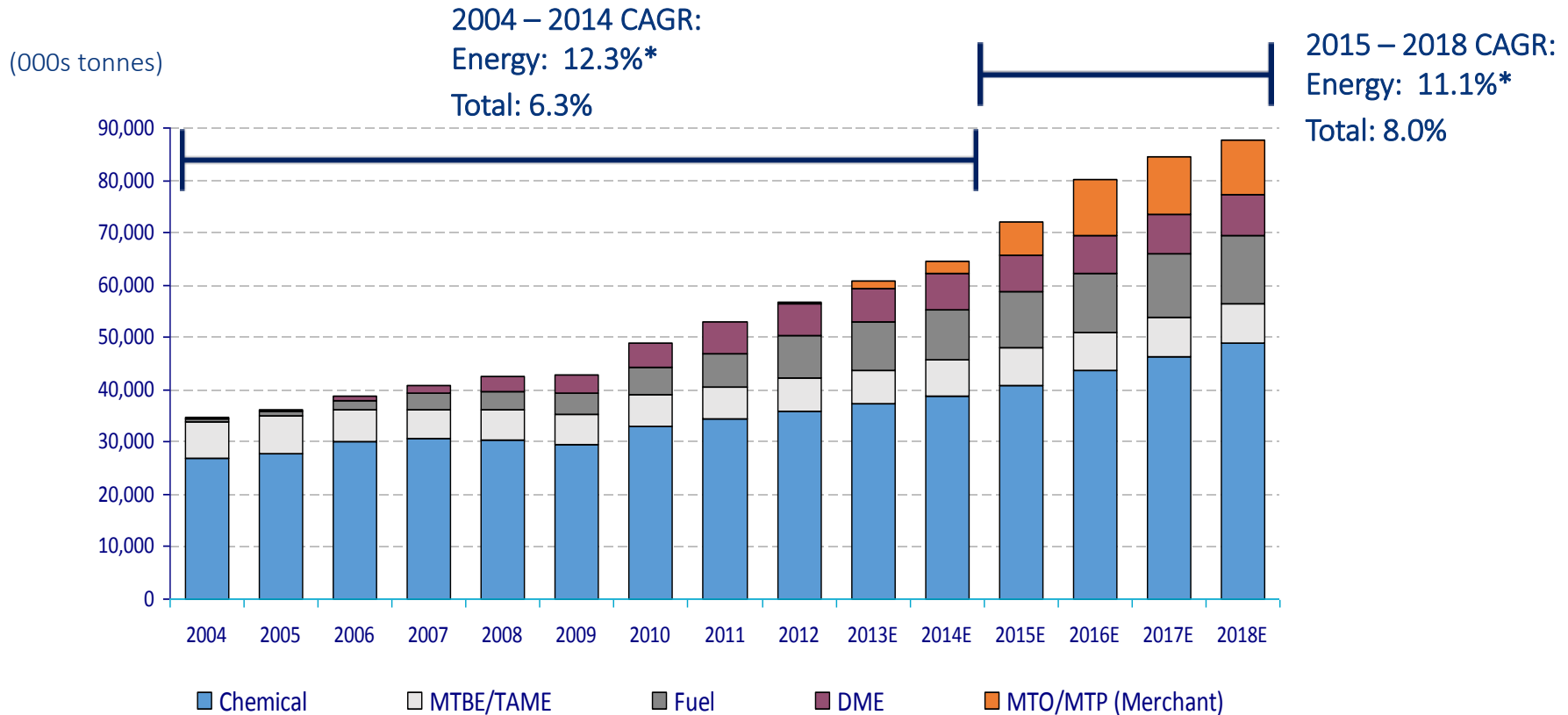
...By Region



Source: Methanex – year ended December 31, 2014

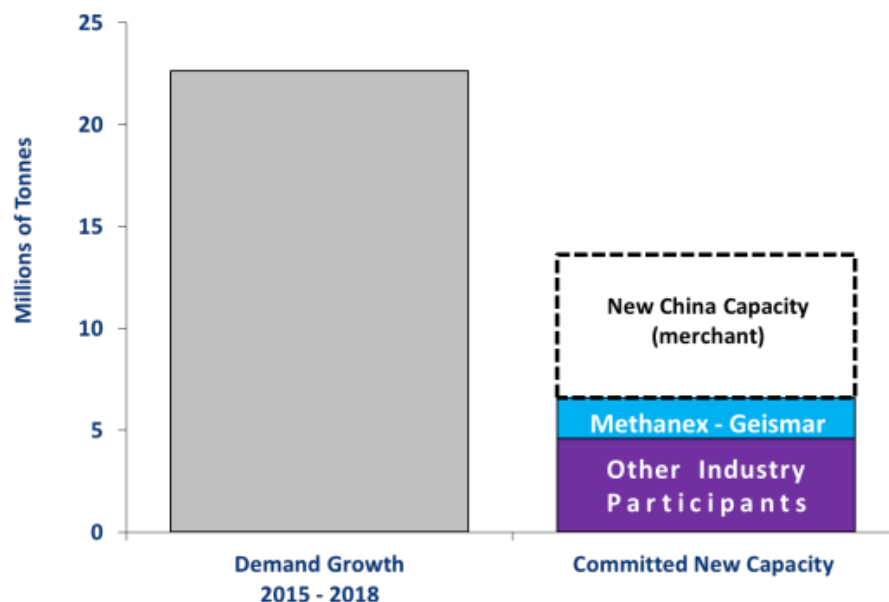
# Industry Review – Strong Demand Growth

- Projected 8.0% CAGR, led by energy applications\*



\*Source: IHS Chemical, January, 2015. Excludes integrated methanol demand for methanol to olefins and propylene. IHS has not yet updated its demand forecast to reflect its revised energy price outlook.

# Demand / Supply Balance



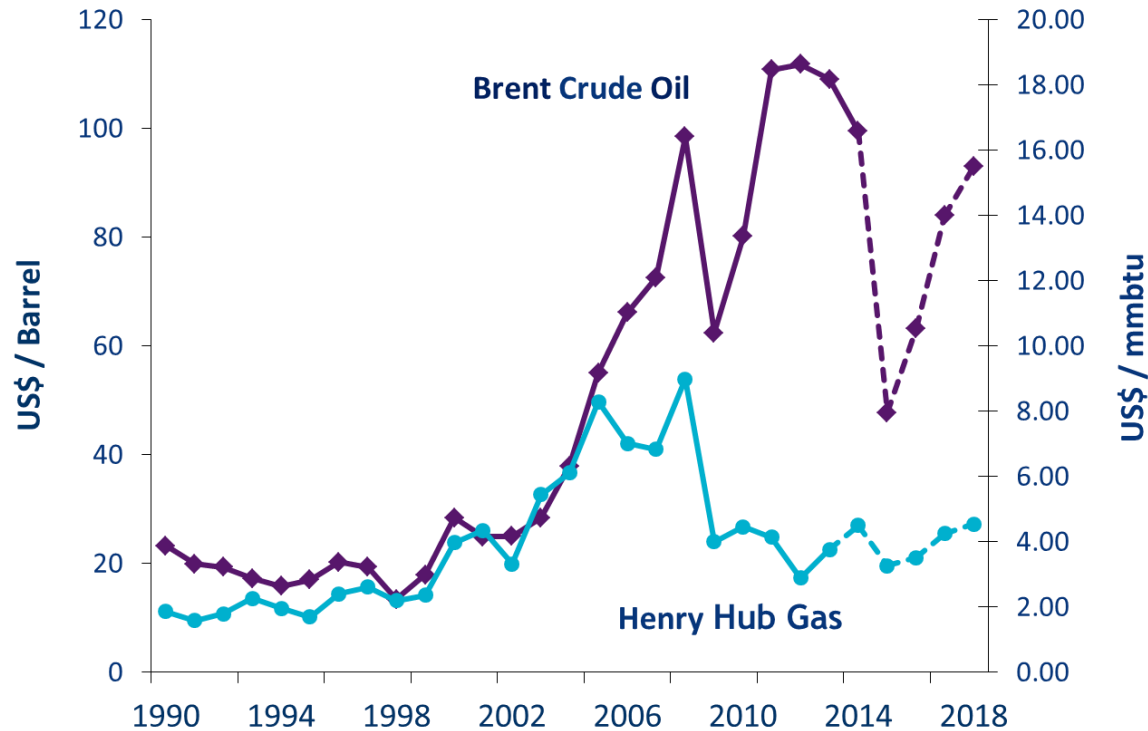
- Demand expected to outpace new capacity over next several years\*
- A number of projects under discussion, but limited committed capital
- Supply gap will be filled through a combination of new China supply and higher operating rates for existing high-cost China plants, or lower demand

\*Source: IHS Chemical, January, 2015. Excludes integrated methanol demand for methanol to olefins and propylene. IHS has not yet updated its demand forecast to reflect its revised energy price outlook. New capacity additions per Methanex estimates. Included in "Other Industry Participants" (in millions of tonnes) – OCI 1.9; Celanese 1.3; Russia 0.5; Libya 0.4; Other misc. 0.5



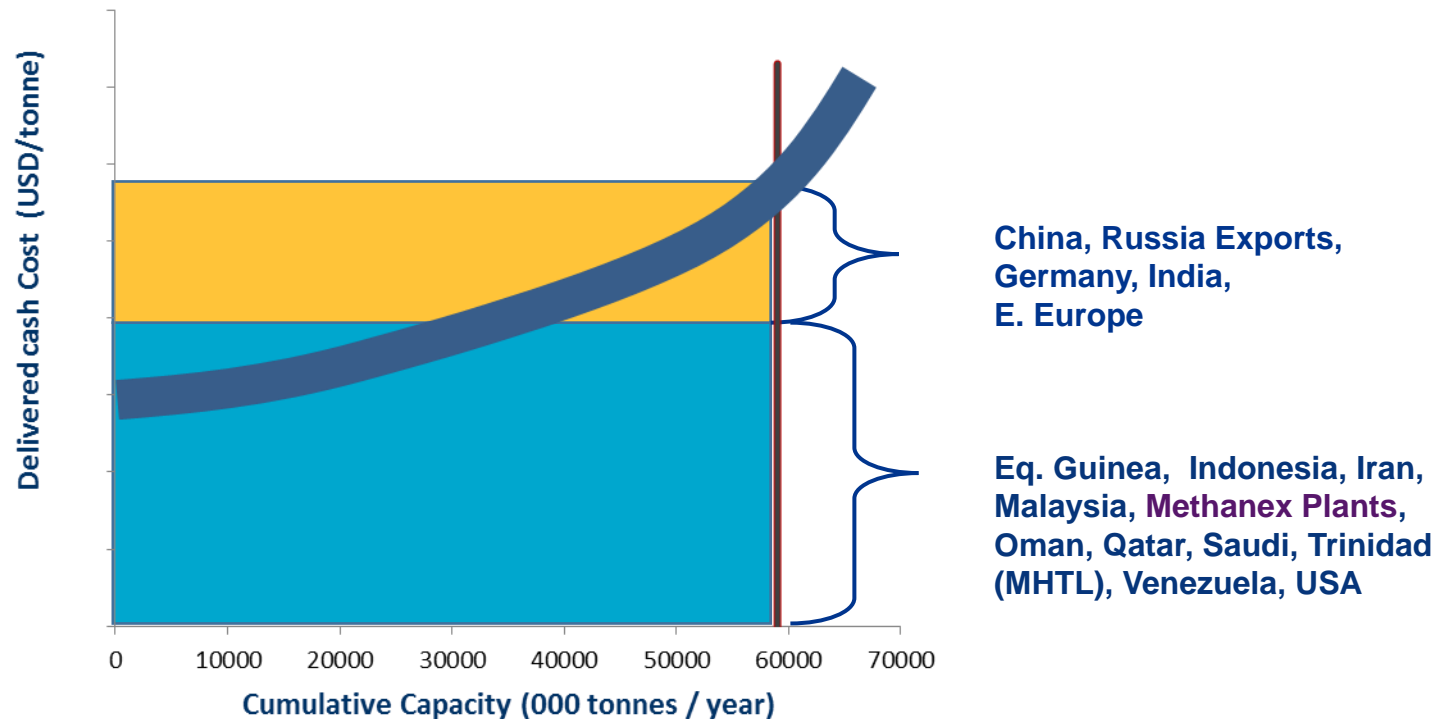
# Methanol-to-Energy

- Methanol is primarily made from natural gas
- High priced oil versus natural gas creates substitution incentive
- Methanol is a liquid fuel and oil substitute



Source: Historical annual data and forecast from IHS Chemical, February 2015

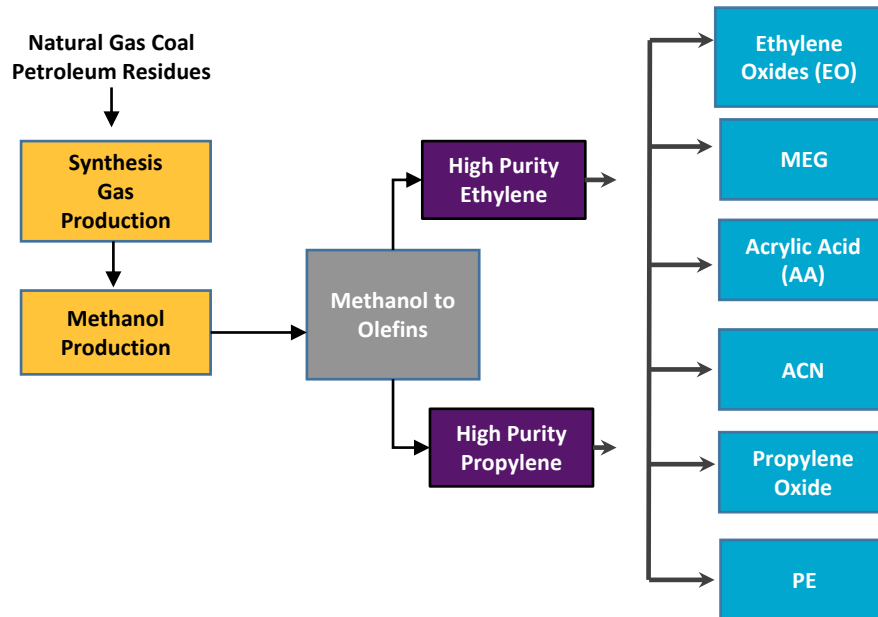
# Methanol Industry Cost Curve



Source: Methanex

- Steep cost curve
- High-end set today primarily by China coal based production
- Methanex plants in bottom 2/3 of cost curve

# Methanol to Olefins (MTO)



- MTO is a fast growing oil product substitution opportunity
- Two main pathways progressing
  - Integrated – olefins produced directly from coal, methanol an intermediate step
  - Merchant (MTO) – methanol purchased from external suppliers
- China merchant capacity is developing rapidly

# Significant MTO demand growth potential

Estimated Start-up	Number of Plants	Methanol Capacity (KMT)
Completed	6	6,770
H1 2015	5	3,900
H2 2015	4	6,400
H1 2016	1	2,000
<b>Total</b>	<b>16</b>	<b>18,470</b>

- 6 merchant plants today, potential methanol demand almost 6 MM MT
- 10 more plants under construction expected to start-up 2015-2016
- Most of the merchant MTO projects are located in East China and buy both local and imported methanol

Source: Methanex

- MTO plants are not able to switch to Naptha as feedstock
- Many producers are integrated downstream beyond ethylene and propylene (polyethylene, monoethylene glycol, etc.)
- Methanol affordability depends on the economics of the relative olefins derivative that is being made
- Most MTO producers still earning comfortable margins at current oil and methanol prices (methanol-to-propylene under pressure)

# Di-Methyl Ether (DME)

- DME can be blended directly with LPG (propane) up to approximately 20%
- DME demand is approximately 4 million tonnes per year.
- Much of the methanol being consumed as a raw material for DME comes from consumers' own methanol production
- DME generally trades above its energy value relative to LPG
- 2014 DME operating rates declined in December 2014 as lower LPG (propane) prices reduced methanol affordability





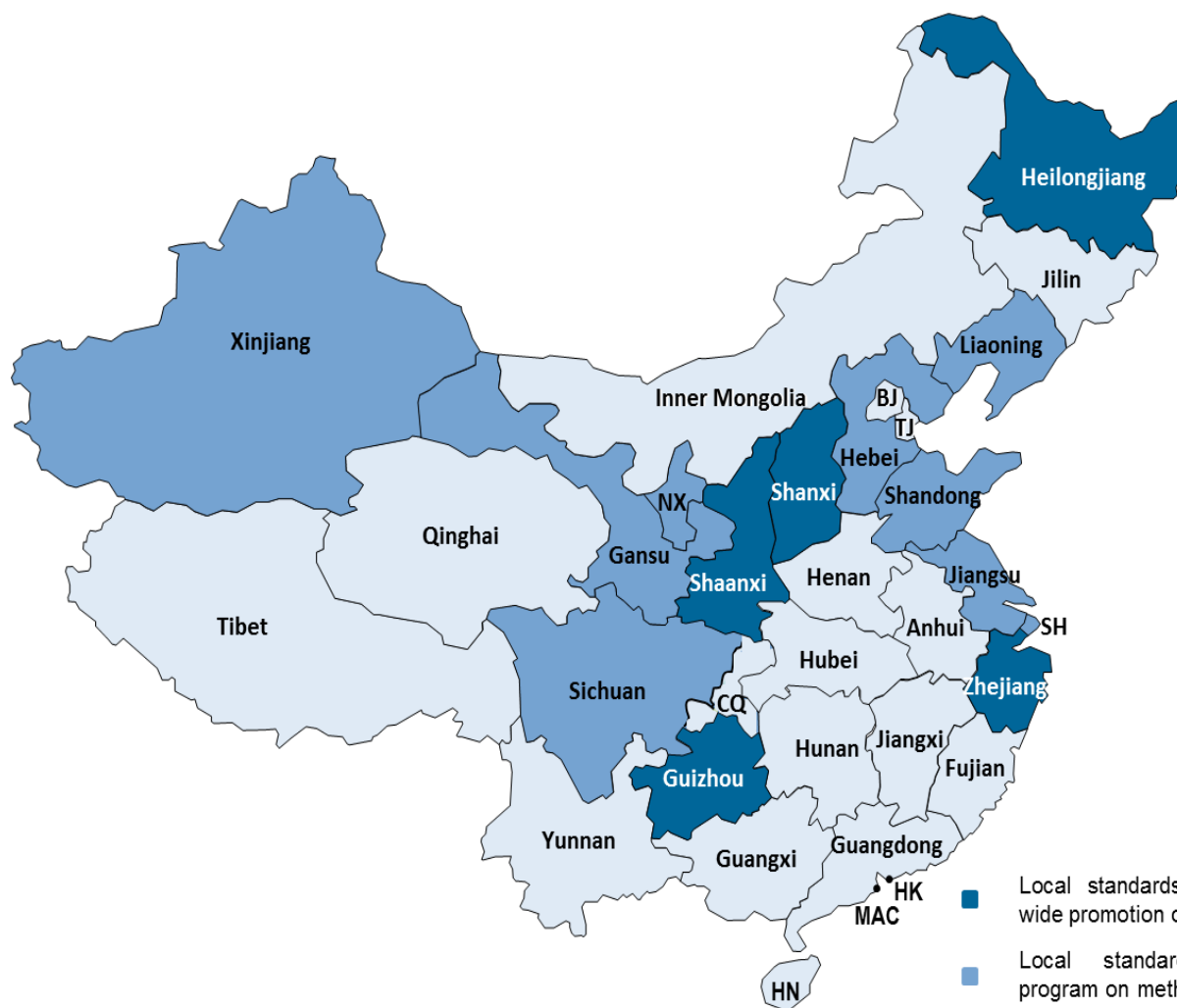
# Methanol as a Fuel

- Methanol has attractive features as a transportation fuel:
  - Liquid fuel – can be blended with gasoline and ethanol in today's vehicles at minimal incremental costs
  - High octane fuel which reduces emissions when blended with (or substituted for) gasoline
  - A safe fuel which biodegrades quickly (compared to petroleum fuels) in case of a spill. The toxicity is similar to gasoline.
  - No technical hurdles either in terms of vehicle application or of distribution infrastructure to introduce methanol significantly into a marketplace.
  - Can be produced from renewable feedstock

For further information, see June 6, 2011 MIT study "The Future of Natural Gas" (section on Conversion to Liquid Fuels beginning page 125 of the report) at <http://mitei.mit.edu/publications/reports-studies>



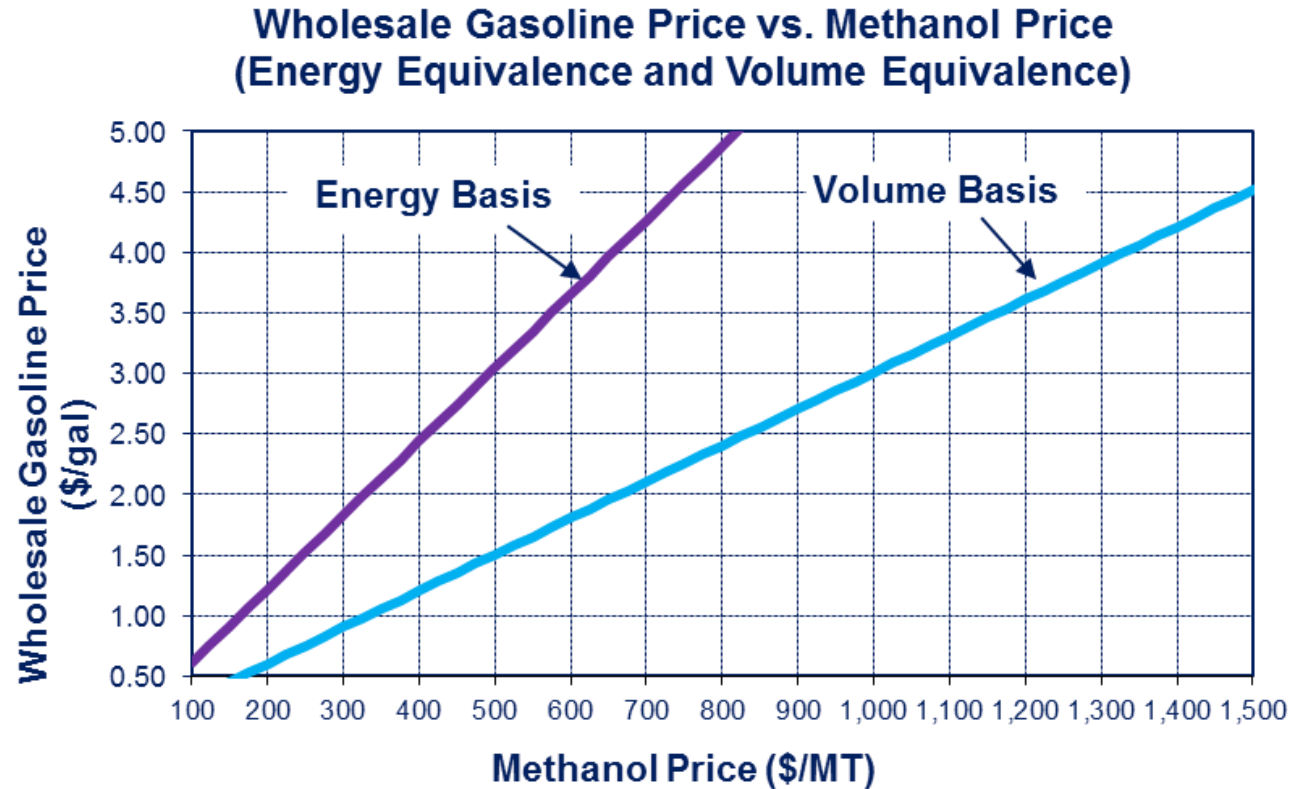
# Fuel demand expected to continue growth



Province	Local Methanol Gasoline Standards	Implemented Since
Gansu	M15 & M30	2009
Guizhou	M15	2010
Hebei	M15 & M30	2010
Heilongjiang	M15	2005
Jiangsu	M45	2009
Liaoning	M15	2006
Shaanxi	M15 & M25	2004
Shandong	M15	2012
Shanghai	M100	2013
Shanxi	M5, M15, M85 & M100	2008
Sichuan	M10	2004
Xinjiang	M15 & M30	2007
Zhejiang	M15, M30 & M50	2009
Ningxia	M15 & M30	2014

# Methanol affordability as a fuel

- Methanol a highly affordable gasoline substitute in China
- Most fuel blending in China is at low percentages and sold based on volume



China (Nanjing) Wholesale Gasoline Price: **\$2.58/gallon\* Feb 13, 2015**  
USGC Conventional Regular Gasoline Price: **\$1.28/gallon Jan 31, 2015**

\* Net of 17% VAT but includes consumption tax. Sources: Oil and Gas China, US Department of Energy, Methanex

# MTG & MTA emerging opportunity

- Methanol-to-Gasoline (MTG) and Methanol-to-Aromatics (MTA) are emerging methanol demand segments
- Six plants today using ExxonMobil's MTG two-step technology (DME as intermediate) or Sedin Engineering Co., Ltd. one-step MTG technology
- At current gasoline prices MTG plants are under pressure
- Inland locations generally integrated; coastal areas primarily merchant
- No commercial MTA to date, but successful 10k tonne pilot plant

No.	MTG Producers	Location	MeOH Demand (KMT)	Start-up	MeOH Supply
1	Jincheng Tianxi	Jincheng, Shanxi	300	Q4 2009	Integrated
2	Qinghua Group	Alxa, Inner Mongolia	300	Q1 2012	Internal Supply & Purchase
3	Xinjiang Xinye	Wujiaqu, Xinjiang	300	Q4 2013	Purchase
4	Yunnan Xianfeng	Kunming, Yunnan	500	Q2 2014	Internal Supply
5	Tangshan Jingjie	Tangshan, Hebei	600	Q3 2014	Purchase
6	Pingyuan Jindiheng	Dezhou, Shandong	300	Q4 2014	Purchase
7	Zhejiang New Energy	Jiaxing, Zhejiang	300	Q4 2014	Purchase
Total			2,600		

# Methanol / DME as a Fuel Outside China

- Europe is blending methanol into fuel today (up to 3% blending permitted)
- Australia - Coogee demonstration project targeting limited launch of methanol blends in early 2015
- Israel - M15 demo program (market potential ~400kta), target commercial introduction in the next few years
- Other countries with demo programs: Azerbaijan, Denmark, Uzbekistan, Iran, Libya
- North America
  - Open Fuel Standard Bill recently re-introduced in Congress
  - Oberon Fuels producing DME

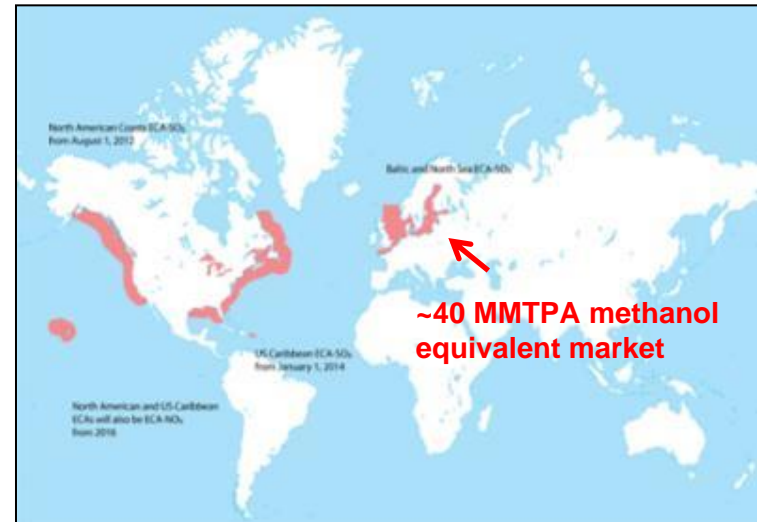


Methanol / gasoline pump at  
Coogee plant site

# Methanol as a Marine Fuel – Regulations Driving Change



**Stena Ferry Lines converting to methanol**



**Global Emission Control Areas (ECA's)**

- N. Europe and N. America introducing tighter ship emissions regulations starting Jan '15. In 2020, IMO scheduled to require all marine fuels globally to be less than 0.5% sulphur.
  - 40 MMTPA methanol equivalent market in Northern Europe Sulphur Emissions Control Area alone
  - Stena Ferry Lines has confirmed its plans to convert the 240m, 1,500-passenger ship 'Stena Germanica' to run on methanol fuel using a Wartsilla's 4-stroke engine. The first engine conversion has commenced and is targeted for completion in March, 2015 with the remaining 3 engines targeted to be completed mid-year.
  - Methanex's Waterfront Shipping also announced that it has ordered 7 flex-fuel vessels capable of running on methanol based on Man Diesel & Turbo's 2 stroke engine. The ships are expected to be delivered in 2016.



# Methanex Production Capacity

	Year Built	Annual Production Capacity (000 tonnes)
Chile I, IV	1988 / 2005	1,720
Chile II, III	1996 / 1999	
Geismar, Louisiana	2014-16	2,000
Egypt (50%)	2011	630
Medicine Hat, Alberta	1981	560
New Zealand		
Motunui 1 <sup>1</sup>	1985	950
Motunui 2 <sup>1</sup>	1985	950
Waitara Valley	1983	530
Trinidad		
Titan	2000	875
Atlas (63%)	2004	1,125
<b>TOTAL</b>		<b>9,340</b>



Chile



USA (Geismar)



New Zealand



Trinidad



Canada (Medicine Hat)



Egypt

<sup>1</sup> Potential total capacity for Motunui plants is 1.7 to 1.9 million tonnes depending on natural gas composition

# Geismar Project Update

- Geismar 1
  - Achieved first methanol in January, 2015
- Geismar 2
  - Start up targeted for late Q1 2016
- Attractive project attributes:
  - 10-year natural gas contract with Chesapeake to supply one plant
  - 11-year gas transportation agreement with Gulf South Pipeline for G2 gas
  - Capital and schedule savings vs. greenfield
  - Attractive business environment & large methanol consuming region in Louisiana



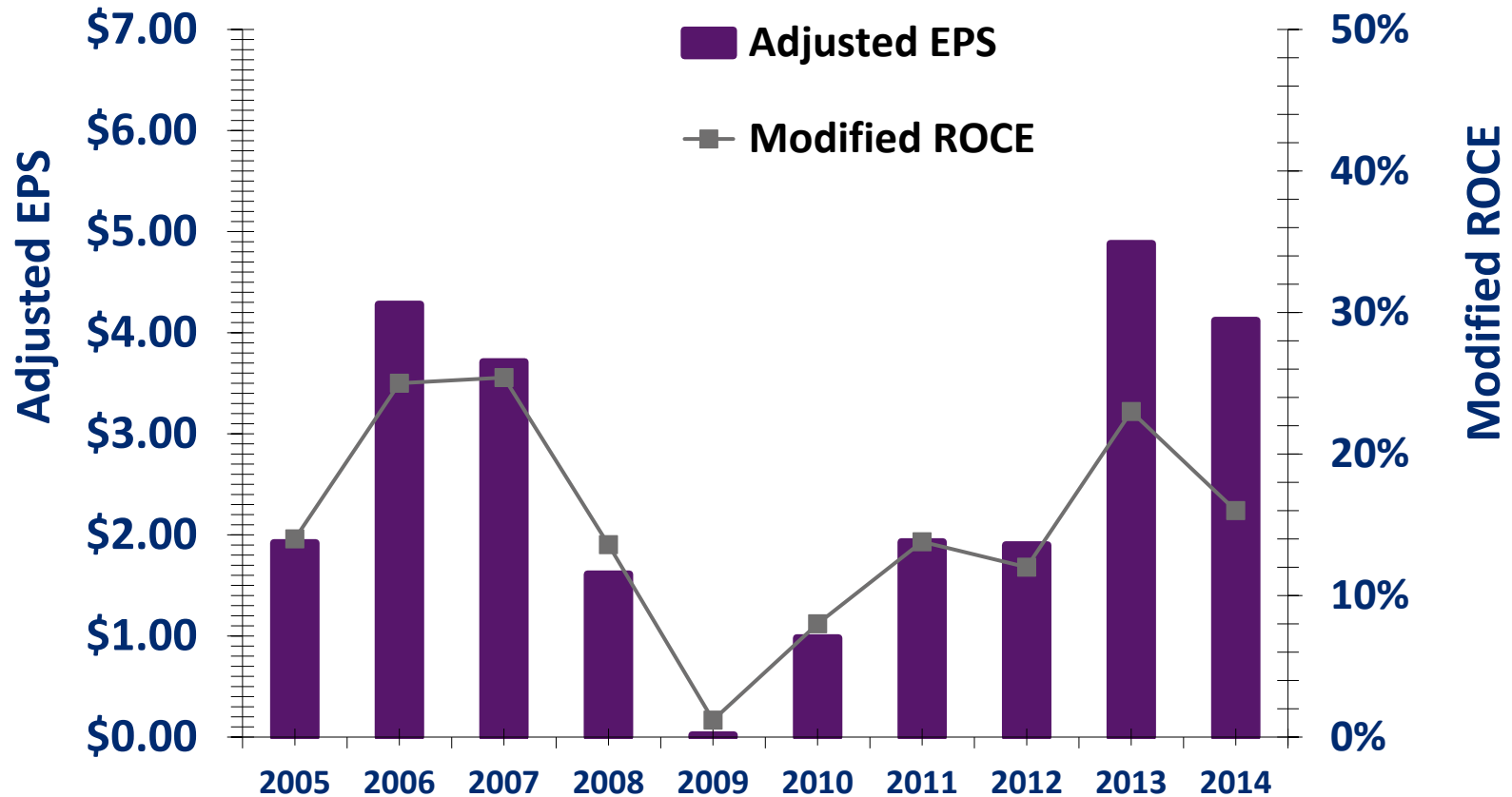
Geismar, Louisiana project site

# Chile – Potential Sources of Upside

- First prize: two-plant operation in Chile, supported by
  - Ongoing unconventional gas exploration and development in Chile
  - Argentina tolling arrangement
  - Argentina shale gas (EIA estimates over 500 tcf in the country)
- Chile IV relocation
  - Delayed decision until late 2015 to gauge how gas market in Chile and Argentina develops over this year
  - Issues to examine include Chile/Argentina gas prospects, capital costs increase and securing pricing certainty for feedstock
- Legal disputes related to gas contracts
  - Reached settlement in May 2014 with Total Austral for \$42 million to settle all claims as well as to terminate the gas supply agreement
  - Arbitration underway with one supplier for non-delivery of Argentinean gas

# Impressive Financial Results

- Average Modified ROCE of 15% from 2005-2014



1) Adjusted EPS = Adjusted net income per common share attributable to Methanex shareholders (excludes the after-tax mark-to-market impact of share-based compensation and items that are considered by management to be non-operational)  
 2) Modified ROCE = Adjusted net income before after-tax finance costs (after-tax) divided by average productive capital employed. Average productive capital employed is the sum of average total assets (excluding plants under production) less the average of current non-interest-bearing liabilities).  
 3) Adjusted Net income, Adjusted EPS and Modified ROCE are non-GAAP measures - for more information regarding this non-GAAP measure, please see our 2013 annual MD&A and our fourth quarter, 2014 MD&A.



# Valuation Considerations

- Methanex is trading at a discount to replacement cost

<i>millions of tonnes</i> <sup>1</sup>	Capacity incl. Growth
Trinidad	2.0
Chile	0.4
USA (Geismar)	2.0
New Zealand	2.4
Canada (Medicine Hat)	0.6
Egypt	0.6
<b>Total</b>	<b>8.0</b>
<b>Enterprise Value (\$billions)</b> <sup>2</sup>	<b>5.4</b>
<b>Capital Adjustment</b>	
Geismar	0.4
<b>Adjusted Enterprise Value</b>	<b>5.8</b>
<b>Adj. Enterprise Value/Tonne</b> <sup>3</sup>	<b>720</b>



Compared to  
Replacement Cost:  
**~\$1,000/ tonne +**  
(estimate)

<sup>1</sup> Methanex ownership interest

<sup>2</sup> Based on share price of US\$50 and net debt adjusted for 50% interest in Egypt Project and 63.1% interest in Atlas project

<sup>3</sup> Figures do not give any value for: idle Chile capacity, Waterfront Shipping and Marketing/Franchise

# Valuation Considerations

- Modest valuation relative to strong cash generation capability

<i>(millions of tonnes)<sup>1</sup></i>	<b>With Growth</b>	<b>Upside</b>
	<b><u>Initiatives</u></b>	<b><u>Potential</u></b>
<b>Current Operating Capacity</b>	<b>7.0</b>	<b>7.0</b>
<b>Geismar 2</b>	<b>1.0</b>	<b>1.0</b>
<b>Chile Incremental Potential</b>		<b>1.3</b>
<b>Total</b>	<b>8.0</b>	<b>9.3</b>
<b>Approx. Annual Adjusted EBITDA Capability (USD Billions)<sup>2</sup></b>		
<b>\$350/tonne realized</b>	<b>0.9</b>	<b>1.0</b>
<b>\$400/tonne realized</b>	<b>1.2</b>	<b>1.3</b>
<b>\$450/tonne realized</b>	<b>1.4</b>	<b>1.6</b>

Compared to  
Adjusted Enterprise  
Value<sup>3</sup> ~ \$5.8 Billion

<sup>1</sup> Methanex ownership interest

<sup>2</sup> Adjusted EBITDA reflects Methanex's proportionate ownership interest and assumes plants operate at full production rates

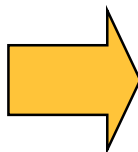
<sup>3</sup> Based on US\$50 share price, including \$350MM remaining Geismar capital and net debt adjusted for 50% interest in Egypt and 63.1% in Atlas



# Q4-14 Liquidity & Capex Outlook

- Strong financial position to execute growth opportunities

Estimated Capital Expenditures <sup>1</sup>	
(US\$ millions)	
Geismar	~ 350
Maintenance	~ 110
<b>TOTAL</b>	<b>~ 460</b>



Debt & Liquidity at end of Q4-14	
(US\$ millions)	
Total Debt <sup>2</sup>	1,528
Liquidity	
Cash <sup>2</sup>	898
Undrawn Operator (Dec '19)	400
	<b>1,298</b>
Total Debt / Capitalization	46%
Net Debt / Capitalization	26%
Net Debt / Enterprise Value <sup>3</sup>	12%

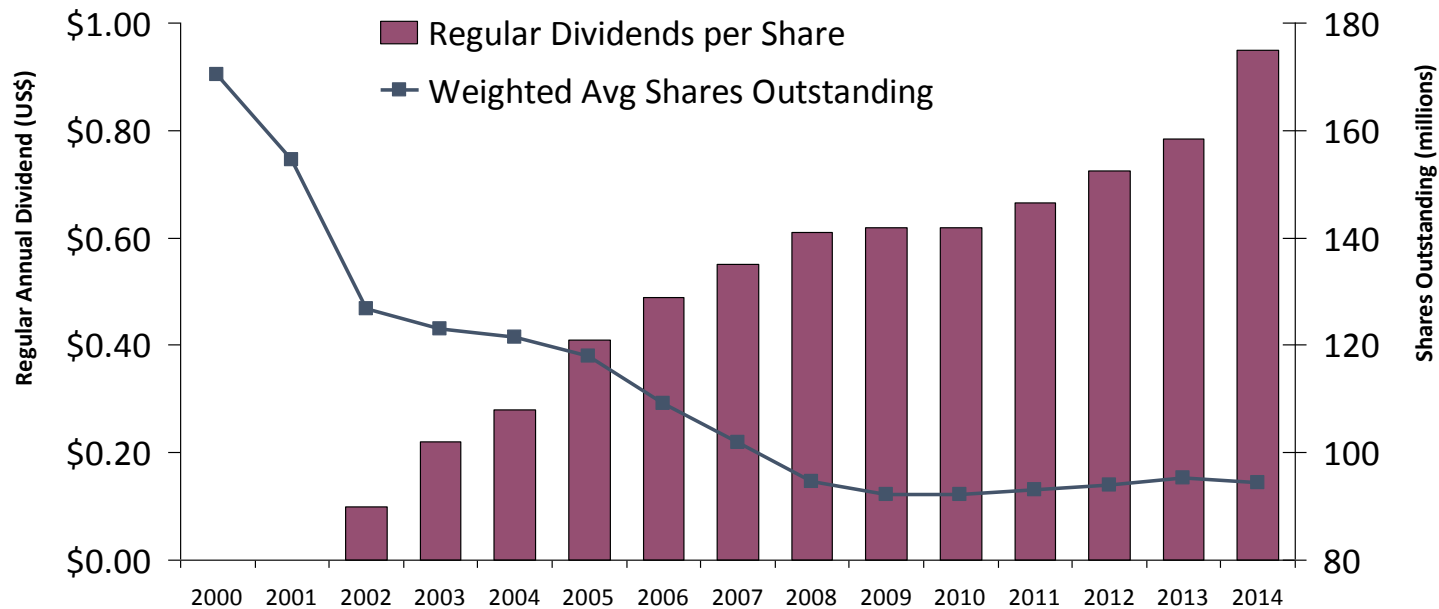
<sup>1</sup> Estimated capital expenditure (excl. Geismar) for 2015, including major refurbishment of our Medicine Hat plant. Geismar capital estimate is for the completion of the project

<sup>2</sup> Includes 50% of Egypt debt & cash and 63.1% of Atlas debt and cash

<sup>3</sup> Based on stock price of US\$50/share

# Returning Cash to Shareholders

- Meaningful, sustainable and growing dividend
  - Quarterly dividend of \$0.25 per share, yield ~2%<sup>1</sup>
- 8.6 million share normal course issuer bid (10% of public float) expiring May 5, 2015
  - 4.8 million shares repurchased as at January 30, 2014
  - ~46% of shares bought back since 2000



<sup>1</sup> Assumes a share price of US\$50/share

- Positive industry dynamics
  - Growth led by methanol energy applications, MTO
- Global leader with competitive assets
- Solid franchise value that is difficult to replicate
  - Global marketing, supply chain and shipping network
- Strong cash generation & financial position
  - Recently completed Geismar 1; Geismar 2 on track
  - Attractively valued with considerable upside
- Company growth potential – Louisiana, Chile
- Distributions / share buybacks



**Well-Positioned for Increased Returns to Shareholders**

# Forward-looking Statements

## FORWARD-LOOKING INFORMATION WARNING

This Presentation, the Fourth Quarter 2014 Management's Discussion and Analysis ("MD&A") and comments made during the Fourth Quarter 2014 investor conference call contain forward-looking statements with respect to us and our industry. These statements relate to future events or our future performance. All statements other than statements of historical fact are forward-looking statements. Statements that include the words "believes," "expects," "may," "will," "should," "potential," "estimates," "anticipates," "aim," "goal" or other comparable terminology and similar statements of a future or forward-looking nature identify forward-looking statements. More particularly and without limitation, any statements regarding the following are forward-looking statements: expected demand for methanol and its derivatives, expected new methanol supply or restart of idled capacity and timing for start-up of the same, expected shutdowns (either temporary or permanent) or restarts of existing methanol supply (including our own facilities), including, without limitation, the timing and length of planned maintenance outages, expected methanol and energy prices, expected levels of methanol purchases from traders or other third parties, expected levels, timing and availability of economically priced natural gas supply to each of our plants, capital committed by third parties towards future natural gas exploration and development in the vicinity of our plants, our expected capital expenditures, anticipated operating rates of our plants, expected operating costs, including natural gas feedstock costs and logistics costs, expected tax rates or resolutions to tax disputes, expected cash flows, earnings capability and share price, availability of committed credit facilities and other financing, our ability to meet covenants or obtain or continue to obtain waivers associated with our long-term debt obligations, including, without limitation, the Egypt limited recourse debt facilities that have conditions associated with the payment of cash or other distributions and the finalization of certain land title registrations and related mortgages that require action by Egyptian governmental entities, expected impact on our results of operations in Egypt or our financial condition as a consequence of civil unrest or actions taken or inaction by the Government of Egypt and its agencies, our shareholder distribution strategy and anticipated distributions to shareholders, commercial viability and timing of, or our ability to execute, future projects, plant restarts, capacity expansions, plant relocations, or other business initiatives or opportunities, including the planned relocation of idle Chile methanol plants to Geismar, Louisiana, our financial strength and ability to meet future financial commitments, expected global or regional economic activity (including industrial production levels), expected outcomes of litigation or other disputes, claims and assessments, and expected actions of governments, government agencies, gas suppliers, courts, tribunals or other third parties.

We believe that we have a reasonable basis for making such forward-looking statements. The forward-looking statements in this document are based on our experience, our perception of trends, current conditions and expected future developments as well as other factors. Certain material factors or assumptions were applied in drawing the conclusions or making the forecasts or projections that are included in these forward-looking statements, including, without limitation, future expectations and assumptions concerning the following: the supply of, demand for and price of methanol, methanol derivatives, natural gas, coal, oil and oil derivatives, our ability to procure natural gas feedstock on commercially acceptable terms, operating rates of our facilities, receipt or issuance of third-party consents or approvals, including, without limitation, governmental registrations of land title and related mortgages in Egypt and governmental approvals related to rights to purchase natural gas, the establishment of new fuel standards, operating costs, including natural gas feedstock and logistics costs, capital costs, tax rates, cash flows, foreign exchange rates and interest rates, the availability of committed credit facilities and other financing, timing of completion and cost of our Geismar projects, global and regional economic activity (including industrial production levels), absence of a material negative impact from major natural disasters, absence of a material negative impact from changes in laws or regulations, absence of a material negative impact from political instability in the countries in which we operate, and enforcement of contractual arrangements and ability to perform contractual obligations by customers, natural gas and other suppliers and other third parties.

However, forward-looking statements, by their nature, involve risks and uncertainties that could cause actual results to differ materially from those contemplated by the forward-looking statements. The risks and uncertainties primarily include those attendant with producing and marketing methanol and successfully carrying out major capital expenditure projects in various jurisdictions including, without limitation: conditions in the methanol and other industries including fluctuations in the supply, demand and price for methanol and its derivatives, including demand for methanol for energy uses, the price of natural gas, coal, oil and oil derivatives, our ability to obtain natural gas feedstock on commercially acceptable terms to underpin current operations and future production growth opportunities, the ability to carry out corporate initiatives and strategies, actions of competitors, suppliers and financial institutions, conditions within the natural gas delivery systems that may prevent delivery of our natural gas supply requirements, our ability to meet timeline and budget targets for our Geismar projects, including cost pressures arising from labour costs, competing demand for natural gas, especially with respect to domestic needs for gas and electricity in Chile and Egypt, actions of governments and governmental authorities, including, without limitation, the implementation of policies or other measures that could impact the supply of or demand for methanol or its derivatives, changes in laws or regulations, import or export restrictions, anti-dumping measures, increases in duties, taxes and government royalties, and other actions by governments that may adversely affect our operations or existing contractual arrangements, worldwide economic conditions, satisfaction of conditions precedent contained in the natural gas supply agreement for Geismar 1, and other risks described in our 2013 Annual Management's Discussion and Analysis and our Fourth Quarter 2014 Management's Discussion and Analysis.

Having in mind these and other factors, investors and other readers are cautioned not to place undue reliance on forward-looking statements. They are not a substitute for the exercise of one's own due diligence and judgment. The outcomes implied by forward-looking statements may not occur and we do not undertake to update forward-looking statements except as required by applicable securities laws.

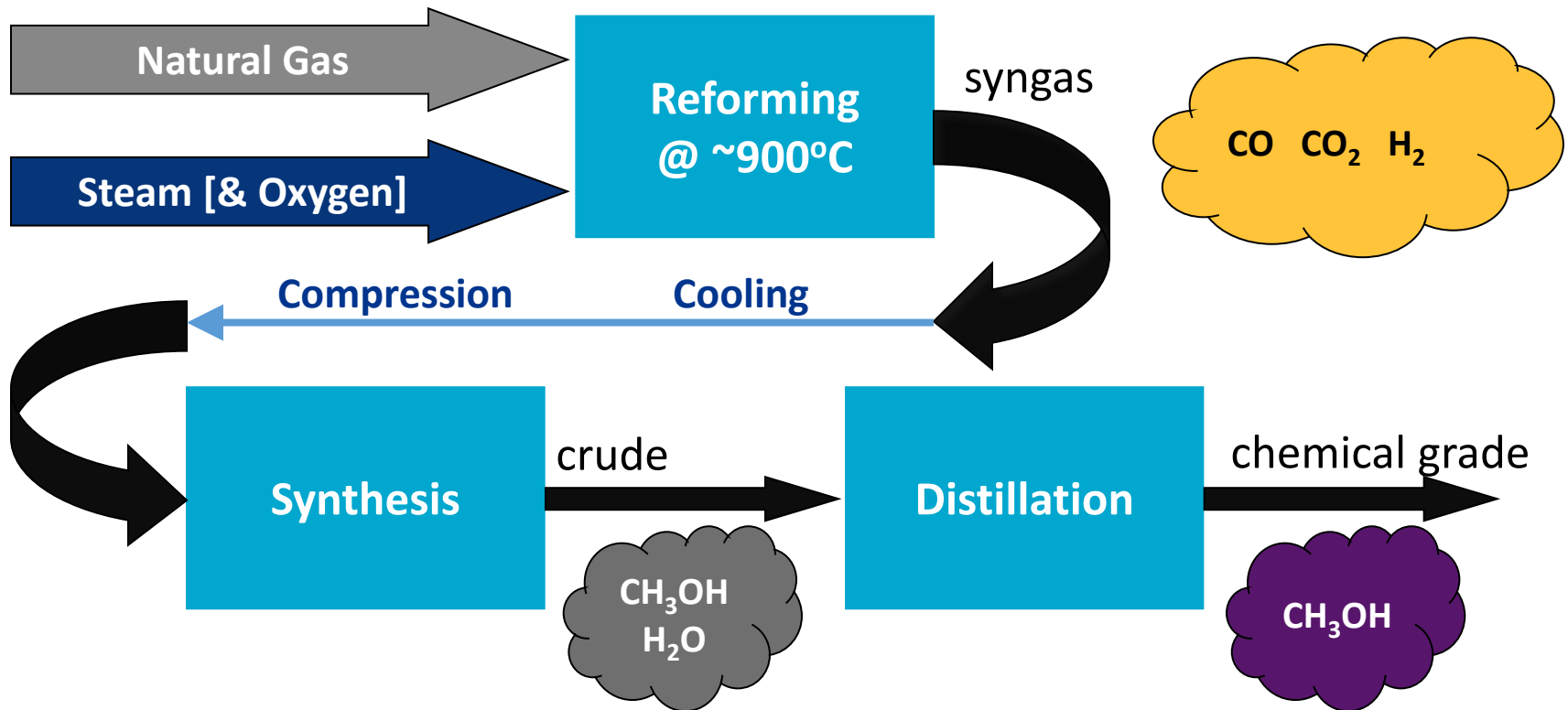
# Q & A

# Appendix



# Methanol is..

- Primarily produced from natural gas



# Methanol Consumers

- Concentrated consumer base
  - 30% of global demand from top 20 consumers
- Main consumers are large, global chemical companies:
  - Celanese, BP, Momenive, Skyford, Sabic, BASF, etc.
- Methanex supplies primarily traditional chemical derivative customers who value:
  - Security of supply
  - Global presence
  - Quality product

# Methanex Cost Structure

- Natural gas
  - Long-term gas contracts have fixed base price and variable component linked to the price of methanol
  - Reduces exposure to low methanol prices; shares upside
  - Medicine Hat plant purchases gas on Alberta gas market
- Freight
  - Fleet of 17-18 leased and owned time charter vessels supplemented with shorter term COA vessels and spot vessel shipments
  - Integrated supply chain allows benefit of back-haul shipments
  - Network of leased and owned terminal infrastructure worldwide

- Fixed Manufacturing and G&A costs
  - Primarily people costs (approx. 1100 employees)

## Representative Operating Cost Distribution



\* Assumes average realized methanol price of approx. US\$400/tonne (gas costs vary with methanol pricing).

# Carbon Recycling International - Renewable Methanol in Iceland

- World's greenest methanol – technology captures carbon dioxide from industrial emissions and converts it into Renewable Methanol
- Sales into Europe & Iceland gasoline blending market (M3)
- George Olah (GO) semi-commercial plant commissioned in 2011
- Near completion in a project to triple the capacity of the current plant, with future plans to add commercial scale plants
- Methanex became a CRI shareholder in 2013

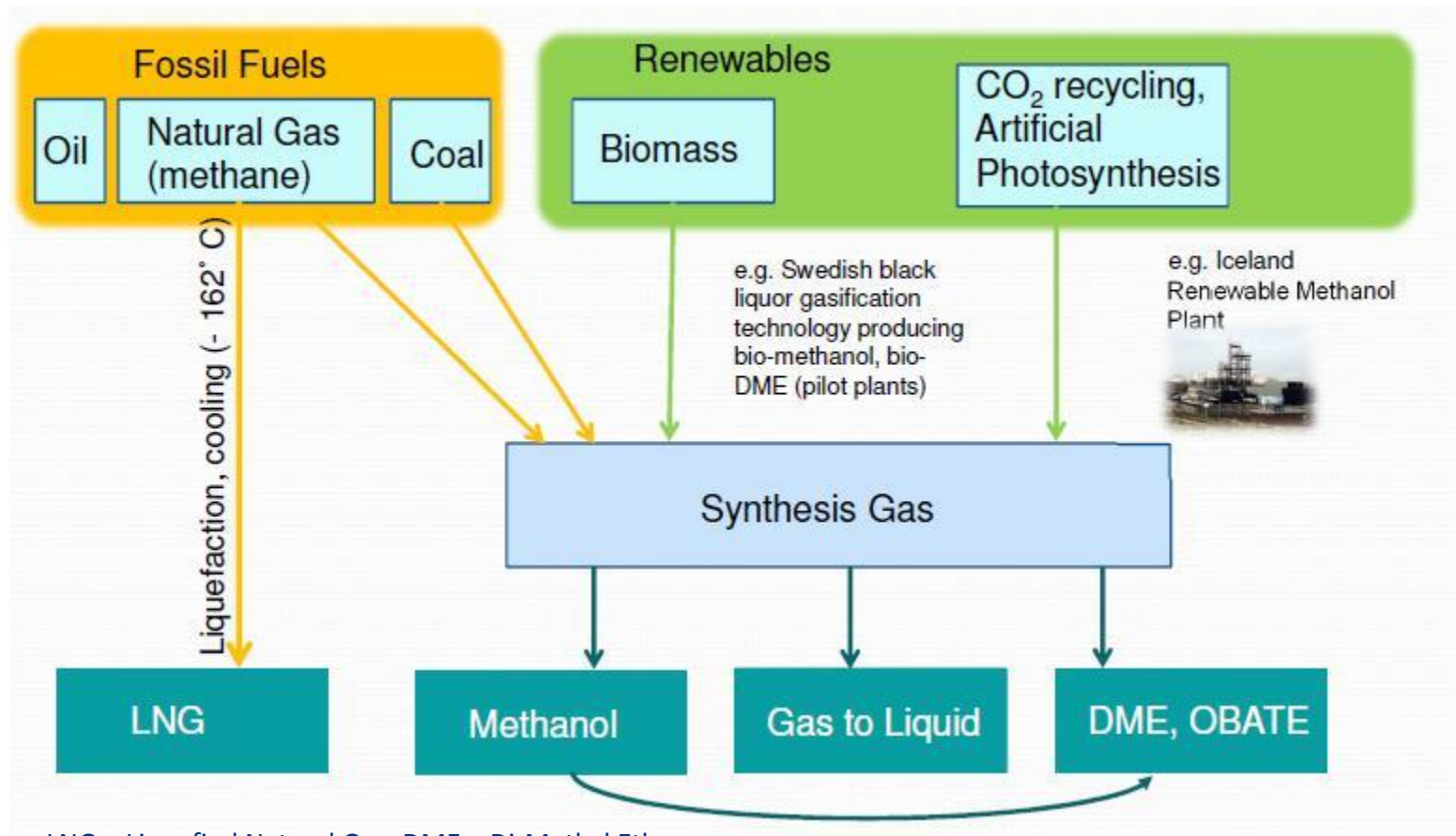


CRI's GO Plant in Svartsengi, Iceland



# Renewable Methanol

- Methanol and DME is produced from fossil fuels and renewables



LNG = Liquefied Natural Gas; DME = Di-Methyl Ether;  
OBATE = On Board Alcohol to Ether (i.e. methanol converted to DME on board ships)

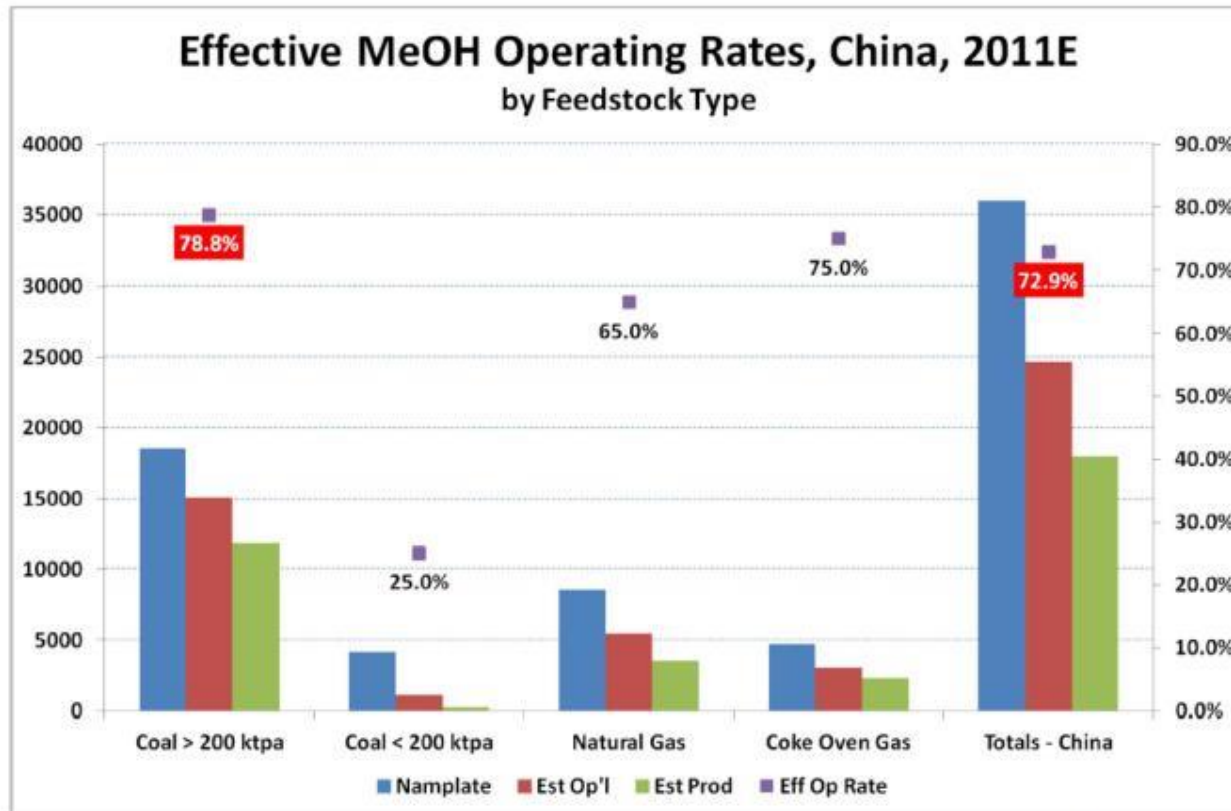
# Methanex Global Supply Chain





# Operating Rates in China

- China has operated at ~50% based on nameplate capacity; however, market is tighter than it appears and effective operating rate is ~73% (source: MMSA)
- Many plants are not operational due to various factors including: operational problems/maintenance, inability to access feedstock, high cost, swung to ammonia production, emission controls, low rates of coking coal operations



Source: Methanol Markets Services Asia (MMSA); capacity and production includes Methanol to Olefins

# Management Alignment

- Executive shareholding requirements:
  - CEO - 5 times salary in Methanex shares or share units
  - Senior executives (5 members) – 3 times salary
  - Other senior management (~50 employees) – 1 times salary
- Short-term incentive linked to ROCE (return on capital employed)
- Long-term incentive targets:
  - Stock options and share appreciation rights
  - Performance share units
    - Payout ratio linked to total shareholder return

“.....Management does well when shareholders do well!”



# Thank You

