



BOARD DIVERSITY POLICY

Our Commitment to Diversity

At Methanex, we strive to create an inclusive culture in which diversity is valued and where differences are embraced; where everyone feels empowered and has the opportunity to contribute, develop, and advance. As a company, we commit to demonstrate inclusive behaviours in all aspects of our business so that everyone is able to bring their authentic selves into the workplace.

We recognize the importance of diversity, including gender diversity, at all levels of Methanex, including the board of directors (the “Board”). Board diversity promotes the inclusion of different perspectives and ideas, and ensures that Methanex has the opportunity to benefit from all available talent. This enhances and improves decision making, which helps maintain a competitive advantage and makes for better corporate governance.

Methanex seeks to maintain a Board comprised of talented and dedicated directors whose skills and backgrounds reflect the diverse nature of team members and customers in the varied regions and markets in which Methanex operates and sells methanol. Accordingly, the composition of the Board is intended to:

1. **Enhance diversity by targeting three key attributes:**

(a) Experiential (education, business and functional experience);

(b) Demographic (age, gender, ethnicity, nationality, geography); and

(c) Personal (personality, interests, values).

2. **Encourage Diversity of Perspectives** – based on each individual’s diverse attributes and unique skills and experiences.

Our Board believes that these three key diversity attributes (experiential, demographic and personal attributes) are essential for creating an appropriate balance of skills, experience, independence and knowledge required on the Board and enhancing board effectiveness.

These diversity attributes, which specifically include gender diversity, are factored into the recruitment and decision-making process when new Board appointments are made. When engaging external search consultants to identify future candidates for Board 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. Ultimately, appointments are based on merit, measured against objective criteria.

Target

The Board has set as a target that each gender comprises at least 30% of the directors of the Board.