

ESSA PHARMA INC.

DIRECTOR AND EXECUTIVE OFFICER DIVERSITY POLICY

ESSA Pharma Inc. (the “**Company**”) values diversity of view, experience, skillset, gender, race and ethnicity as it believes this results in better leadership and decision making for its business and serves the long-term interests of shareholders. Gender diversity is one factor that is taken into account in identifying and selecting board members and in considering the hiring, promotion and appointment of executive officers. The Company does not have specific targets respecting representation on the board or in executive officer positions based on any particular personal experience or characteristic including gender. Instead, the Company focuses on choosing the most appropriate candidate for the position having regard to the experience, skillset, gender, ethnicity and other personal characteristics of both the candidate and, as applicable, the board and executive team as a whole. To reflect its commitment to diversity, in connection with the use of a third-party search firm to identify potential director candidates, the Company’s Corporate Governance and Nomination Committee will instruct the search firm to include in its initial list of candidates qualified candidates who reflect diverse backgrounds, including diversity of gender and race or ethnicity.