



## Announcement Summary

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**Entity name**

JAMES HARDIE INDUSTRIES PLC

**Date of this announcement**

Tuesday August 24, 2021

**The +securities the subject of this notification are:**

☒ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

**Total number of +securities to be issued/transferred**

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
JHXAK	RESTRICTED STOCK UNIT	151,613	17/08/2021

Refer to next page for full details of the announcement



## Part 1 - Entity and announcement details

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### 1.1 Name of entity

JAMES HARDIE INDUSTRIES PLC

We (the entity named above) give notice of the issue, conversion or payment up of the following unquoted +securities.

### 1.2 Registered number type

ARSN

### Registration number

097829895

### 1.3 ASX issuer code

JHX

### 1.4 The announcement is

☒ New announcement

### 1.5 Date of this announcement

24/8/2021



## Part 2 - Issue details

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### **2.1 The +securities the subject of this notification are:**

☒ +Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

### **2.2a This notification is given in relation to an issue of +securities in a class which is not quoted on ASX and which:**

☒ has an existing ASX security code ("existing class")



Part 3B - number and type of +securities the subject of this notification (existing class) where issue has not previously been notified to ASX in an Appendix 3B

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**ASX +security code and description**

JHXAK : RESTRICTED STOCK UNIT

**Date the +securities the subject of this notification were issued**

17/8/2021

**Will these +securities rank equally in all respects from their issue date with the existing issued +securities in that class**☒ Yes**Were any of the +securities issued to +key management personnel (KMP) or an +associate?**☒ Yes**Provide details of the KMP or +associates being issued +securities.**

Name of KMP	Name of registered holder	Number of +securities
Miele, Jason	Same	13,619
Miele, Jason	Same	8,594
Gadd, Sean	Same	18,158
Gadd, Sean	Same	11,459
Katigan, Julie	Same	9,079
Katigan, Julie	Same	5,729
Kilcullen, Ryan	Same	9,079
Kilcullen, Ryan	Same	5,729
Blasko, Joseph	Same	11,349
Blasko, Joseph	Same	7,162
Cope, Johnny	Same	7,944
Cope, Johnny	Same	5,013
Hill, David	Same	3,405



Hill, David	Same	2,148
Kessner, David	Same	5,674
Kessner, David	Same	3,581
Rahman, Sami	Same	2,270
Rahman, Sami	Same	1,432
Brinkmann, Jörg	Same	4,688
Brinkmann, Jörg	Same	2,958
Murtagh, Lorcan	Same	2,679
Murtagh, Lorcan	Same	1,690
Carter, Sarah	Same	2,506
Carter, Sarah	Same	1,581
Arneil, John	Same	2,506
Arneil, John	Same	1,581

**Please provide a URL link for a document lodged with ASX detailing the terms of the +employee incentive scheme or a summary of the terms**

Refer to 2006 Plan

<https://ir.jameshardie.com.au/public/download.jsp?id=5390>

**Any other information the entity wishes to provide about the +securities the subject of this notification**

151,613 Restricted Stock Units (RSUs) granted under the James Hardie Industries Long Term Incentive Plan 2006 (2006 Plan), which comprise of the following

• Grant of 58,657 Returned on Capital Employed (ROCE) RSUs, under the 2006 LTI Plan as part of the annual grant to executives for FY2022. ROCE RSUs are contractual entitlements to be issued ordinary shares/CDIs upon satisfaction of certain conditions; and

• Grant of 92,956 Relative Total Shareholder Return (TSR) RSUs, under the 2006 LTI Plan as part of the annual grant to executives for FY2022. Relative TSR RSUs are contractual entitlements to be issued ordinary shares/CDIs upon satisfaction of certain conditions.



Issue details

**Number of +securities**  
151,613

Part 4 - +Securities on issue

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Following the issue, conversion or payment up of the +securities the subject of this application, the +securities of the entity will comprise:  
(A discrepancy in these figures compared to your own may be due to a matter of timing if there is more than one application for quotation/issuance currently with ASX for processing.)

**4.1 Quoted +Securities (Total number of each +class of +securities quoted)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
JHX : CHESS DEPOSITARY INTERESTS 1:1	444,368,782

**4.2 Unquoted +Securities (Total number of each +class of +securities issued but not quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
JHXAK : RESTRICTED STOCK UNIT	2,878,995



## Part 5 - Other Listing Rule requirements

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**5.1 Were the +securities issued under an exception in Listing Rule 7.2 and therefore the issue did not need any security holder approval under Listing Rule 7.1?**

☒ Yes

**5.1a Select the number of the applicable exception in Listing Rule 7.2**

13