



Announcement Summary

Entity name

JAMES HARDIE INDUSTRIES PLC

Date of this announcement

Thursday August 24, 2023

The +securities the subject of this notification are:

☒ +Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

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	704,150	17/08/2023

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

ARBN

### Registration number

097829895

### 1.3 ASX issuer code

JHX

### 1.4 The announcement is

☒ New announcement

### 1.5 Date of this announcement

24/8/2023



## Part 2 - Issue details

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

☒ +Securities issued under an +employee incentive scheme that are subject to a restriction on transfer and are not being quoted on ASX until the restriction ends

### **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

**Additional +securities in an existing class issued under an +employee incentive scheme****ASX +security code and description**

JHXAK : RESTRICTED STOCK UNIT

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

17/8/2023

**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
Erter, Aaron	Same	229,983
Wilson, Rachel	Same	112,345
Gadd, Sean	Same	43,229
Majeed, Farhaj	Same	20,534
Kilcullen, Ryan	Same	28,099
Beastrom, Timothy	Same	17,291
Johnson, James	Same	15,130
Liu, Joe	Same	15,130
Claus, Christian	Same	19,038
Arneil, John	Same	8,592

**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 the 2001 Plan:

<https://ir.jameshardie.com.au/public/download.jsp?id=5562>



Refer to the 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**

704,150 Restricted Stock Units (RSUs) granted, which comprise of the following: -

Grant of 76,495 Restricted Stock Units (RSUs) granted under the James Hardie Industries Equity Incentive Plan 2001 (2001 Plan)

Grant of 176,624 Returned on Capital Employed (ROCE) RSUs, under the 2006 LTI Plan granted to executives annually. ROCE RSUs are contractual entitlements to be issued ordinary shares/CDIs upon satisfaction of certain conditions; and

Grant of 451,031 Relative Total Shareholder Return (TSR) RSUs, under the 2006 LTI Plan granted to executives annually. TSR RSUs are contractual entitlements to be issued ordinary shares/CDIs upon satisfaction of certain conditions."

Issue details

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**Number of +securities**

704,150

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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)**

ASX +security code and description	Total number of +securities on issue
JHX : CHESS DEPOSITARY INTERESTS 1:1	440,122,249

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

ASX +security code and description	Total number of +securities on issue
JHXAK : RESTRICTED STOCK UNIT	3,670,887
JHXAL : OPTION EXPIRING 03-NOV-2027 EX \$33.05	269,221



## 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?**

☒ No

**5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?**

☒ No

**5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?**

☒ No

**5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?**

☒ N/A