



Announcement Summary

Entity name

JAMES HARDIE INDUSTRIES PLC

Date of this announcement

Saturday December 14, 2024

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	560,410	09/12/2024

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**

14/12/2024



## 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**

9/12/2024

**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
Christian Claus	Same	10,231

**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**

560,410 Restricted Stock Units (RSUs) granted, which comprise of the following:

Grant of 462,689 Restricted Stock Units (RSUs) granted under the James Hardie Industries Equity Incentive Plan 2001 (2001 Plan)

Grant of 13,762 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.

Grant of 83,959 European EBIT (EU EBIT) RSUs, under the 2006 Plan granted to select European employees. EU EBIT RSUs are contractual entitlements to be issued ordinary shares/CDIs upon satisfaction of certain conditions.

## Issue details

**Number of +securities**

560,410



Part 4 - +Securities on issue

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**Following the issue, conversion or payment up of the +securities the subject of this notification, the +securities of the entity will comprise:**

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

**4.1 Quoted +securities (Total number of each +class of +securities issued and quoted on ASX)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
JHX : CHESS DEPOSITARY INTERESTS 1:1	429,459,768

**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	3,839,125
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