



Announcement Summary

Entity name

JAMES HARDIE INDUSTRIES PLC

Date of this announcement

Tuesday September 09, 2025

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	638,984	02/09/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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

9/9/2025



Part 2 - Issue details

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

2/9/2025

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
Wilson, Rachel	Same	72,289
Gadd, Sean	Same	66,264
Kilcullen, Ryan	Same	39,156
Majeed, Farhaj	Same	36,144
Beastrom, Tim	Same	36,144
Liu, Joe	Same	27,107
Johnson II, James	Same	24,096
Skelly, Jonathan	Same	69,277
Toole, Samara	Same	30,120
Claus, Christian	Same	28,040
Arneil, John	Same	13,746

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

638,984 Restricted Stock Units (RSUs) granted, which comprise of the following:

Grant of 53,514 Restricted Stock Units (RSUs) granted under the James Hardie Industries Equity Incentive Plan 2001 (2001 Plan)

Grant of 177,805 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 407,665 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

Number of +securities

638,984

Part 4 - +Securities on issue

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)

ASX +security code and description	Total number of +securities on issue
JHX : CHESS DEPOSITARY INTERESTS 1:1	430,019,038

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	4,609,504
JHXAM : ORDINARY SHARES	149,094,534
JHXAL : OPTION EXPIRING 03-NOV-2027 EX \$33.05	269,221



Part 5 - Other Listing Rule requirements

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