

**James Hardie Industries plc**  
1<sup>st</sup> Floor, Block A,  
One Park Place,  
Upper Hatch Street, Dublin 2,  
D02 FD79, Ireland

T: +353 (0) 1 411 6924  
F: +353 (0) 1 479 1128

11 July 2025

The Manager  
Company Announcements Office  
Australian Securities Exchange Limited  
20 Bridge Street  
SYDNEY NSW 2000

Dear Sir/Madam

### **Substantial Holding Notice**

As required under ASX Listing Rule 3.17.3 please see attached copy of the substantial holding notice received by James Hardie on 9 July 2025.

Regards



Aoife Rockett  
**Company Secretary**

*This announcement has been authorised for release by the Company Secretary, Ms Aoife Rockett.*

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James Hardie Industries plc is a limited liability company incorporated in Ireland with its registered office at 1<sup>st</sup> Floor, Block A, One Park Place, Upper Hatch Street, Dublin 2, D02 FD79, Ireland.

**Directors:** Anne Lloyd (Chairperson, USA), Peter-John Davis (Aus), Howard Heckes (USA), Gary Hendrickson (USA), Persio Lisboa (USA), Renee Peterson (USA), John Pfeifer (USA), Rada Rodriguez (Sweden), Suzanne B. Rowland (USA), Jesse Singh (USA), Nigel Stein (UK).

**Chief Executive Officer and Director:** Aaron Erter (USA)

**Company number:** 485719

**ARBN:** 097 829 895

### Notice Pursuant to Part 17 of the Companies Act 2014

To: Aoife Rockett James Hardie Industries plc 1 <sup>st</sup> Floor, Block A One Park Place Upper Hatch Street Dublin 2 D02 FD79, Ireland	To: Aoife Rockett James Hardie Industries plc 1 <sup>st</sup> Floor, Block A One Park Place Upper Hatch Street Dublin 2 D02 FD79, Ireland
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The matters set out in the table below are hereby notified by the person named as the Notifier in the table below pursuant to Part 17 of the Companies Act 2014 of Ireland.

<b>Name of person, body corporate, firm, etc. having the notifiable interest (“Notifier”)</b>	Wellington Management Group LLP		
<b>Address of the Notifier</b>	280 Congress Street Boston, MA 02210		
<b>Date of this notice</b>	9 <sup>th</sup> July 2025		
<b>Notifiable event (“Event”)</b>	Acquisition of shares in the regular course of trading		
<b>Date of Event</b>	7 <sup>th</sup> July 2025		
<b>No. of shares in which interested immediately before the Event</b>	<b>No.</b>	<b>Class</b>	
	28,387,919	Depositary receipts (CHESS units of foreign securities) and ordinary shares	
<b>No. of shares in which interested immediately following the Event</b>	<b>No.</b>	<b>Class</b>	
	29,336,244	Depositary receipts (CHESS units of foreign securities) and ordinary shares	
<b>Details of each registered holder of the shares if different from the Notifier</b>	<b>No. of shares before the Event</b>	<b>No. of shares after the Event</b>	<b>Name and address of registered holder</b>
	28,387,919	29,336,244	Cede & Co.
<b>Does the notifiable interest arise from an agreement referred to in Section 1055 of the Companies Act 2014 of Ireland?<sup>1</sup> (If yes, provide names and addresses of the parties to the agreement, the number of shares each party is interested in individually and the registered holder of such shares if different)</b>	No		

<sup>1</sup> Note: Broadly stated, an agreement referred to in Section 1055 is an agreement providing for the acquisition of an **interest** in the voting securities of an Irish public limited company, where the provisions impose obligations/restrictions on the use, retention or disposal by a party of their interests in a company. Specific advice should be sought in the event of any such agreement because, in certain cases, the interests of the parties’ may require disclosure (e.g. where a party acquires the right to control voting securities by way of the agreement).