

James Hardie Industries plc
1st 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

09 September 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 08 September 2025.

Regards



Aoife Rockett
Company Secretary

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

James Hardie Industries plc is a limited liability company incorporated in Ireland with its registered office at 1st 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

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Notice Pursuant to Part 17 of the Companies Act 2014

To: Aoife Rockett James Hardie Industries plc 1 st Floor, Block A One Park Place Upper Hatch Street Dublin 2 D02 FD79, Ireland	To: Aoife Rockett James Hardie Industries plc 1 st 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.

Name of person, body corporate, firm, etc. having the notifiable interest (“Notifier”)	Wellington Management Group LLP		
Address of the Notifier	280 Congress Street Boston, MA 02210		
Date of this notice	8 th September 2025		
Notifiable event (“Event”)	Acquisition of shares in the regular course of trading		
Date of Event	5 th September 2025		
No. of shares in which interested immediately before the Event	No.	Class	
	46,294,184	Depository receipts (CHES units of foreign securities) and ordinary shares	
No. of shares in which interested immediately following the Event	No.	Class	
	46,745,136	Depository receipts (CHES units of foreign securities) and ordinary shares	
Details of each registered holder of the shares if different from the Notifier	No. of shares before the Event	No. of shares after the Event	Name and address of registered holder
	46,294,184	46,745,136	Cede & Co.
Does the notifiable interest arise from an agreement referred to in Section 1055 of the Companies Act 2014 of Ireland?¹ (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)	No		

¹ 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).

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