



Announcement Summary

**Entity name**

JAMES HARDIE INDUSTRIES PLC

**Date of this announcement**

Tuesday October 07, 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	62,542	30/09/2025

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**

7/10/2025

For personal use only



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")

For personal use only



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**

30/9/2025

**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?**

No

**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**

62,542 Restricted Stock Units (RSUs) granted, which comprise of the following:

Grant of 42,757 Restricted Stock Units (RSUs) granted under the James Hardie Industries Equity Incentive Plan 2001 (2001 Plan).

Grant of 19,785 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**

62,542



## 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)**

<b>ASX +security code and description</b>	<b>Total number of +securities on issue</b>
JHX : CHESS DEPOSITARY INTERESTS 1:1	430,021,535

**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	4,670,265
JHXAM : ORDINARY SHARES	149,163,508
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

For personal use only