



Announcement Summary

Entity name

JAMES HARDIE INDUSTRIES PLC

Announcement Type

New announcement

Date of this announcement

Tuesday December 16, 2025

The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
JHX	CHESS DEPOSITARY INTERESTS 1:1	314,135	11/12/2025

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) apply for +quotation of the following +securities and agree to the matters set out in Appendix 2A of the ASX Listing Rules.

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

16/12/2025



## Part 2 - Type of Issue

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### 2.1 The +securities to be quoted are:

+Securities issued under an +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer

### 2.2 The +class of +securities to be quoted is:

Additional +securities in a class that is already quoted on ASX ("existing class")



Part 3B - number and type of +securities to be quoted (existing class) where issue has not previously been notified to ASX in an Appendix 3B

**Additional +securities to be quoted in an existing class issued under an +employee incentive scheme**

**FROM (Existing Class)**

**ASX +security code and description**

JHXAK : RESTRICTED STOCK UNIT

**TO (Existing Class)**

**ASX +security code and description**

JHX : CHESS DEPOSITARY INTERESTS 1:1

**Please state the number of +securities issued under the +employee incentive scheme that are not subject to a restriction on transfer or that are to be quoted notwithstanding there is a restriction on transfer**

314,135

**Please provide details of 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>

**Are any of these +securities being 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
Majeed, Farhaj	Same	3,805

**Issue date**

11/12/2025

**Will the +securities to be quoted rank equally in all respects from their issue date with the existing issued +securities in that class?**

Yes



Issue details

Number of +securities to be quoted

314,135

Are the +securities being issued for a cash consideration?

Yes

In what currency is the cash consideration being paid?      What is the issue price per +security?

USD - US Dollar

USD 0.68950000

Any other information the entity wishes to provide about the +securities to be quoted



## Part 4 - Issued capital following quotation

Following the quotation of the +securities the subject of this application, the issued capital 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 quoted on ASX following the +quotation of the +securities subject of this application)**

ASX +security code and description	Total number of +securities on issue
JHX : CHESS DEPOSITARY INTERESTS 1:1	430,398,108

**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	4,728,342
JHXAM : ORDINARY SHARES	149,208,054
JHXAL : OPTION EXPIRING 03-NOV-2027 EX \$33.05	269,221



## Part 5 - Other Listing Rule requirements

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**5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does 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**

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