



Announcement Summary

Entity name

JAMES HARDIE INDUSTRIES PLC

Date of this announcement

Thursday March 19, 2026

The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

Total number of +securities to be issued/transferred

ASX +security code	Security description	Total number of +securities to be issued/transferred	Issue date
JHXAM	ORDINARY SHARES	7,693	13/03/2026

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

19/3/2026

For personal use only



Part 2 - Issue details

2.1 The +securities the subject of this notification are:

+Other securities issued under an +employee incentive scheme that are not intended to be quoted on ASX

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

ASX +security code and description

JHXAM : ORDINARY SHARES

Date the +securities the subject of this notification were issued

13/3/2026

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
Persio V Lisboa	Same	738
Nigel M Stein	Same	792
Suzanne B Rowland	Same	569
Renee Peterson	Same	1,709
John Pfeifer	Same	571
Howard Heckes	Same	972
Gary Hendrickson	Same	1,776
Jesse Singh	Same	566

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

The terms of the James Hardie 2020 Non-Executive Director Equity Plan were summarised in the Notice of Meeting at Item 7 and the applicable Explanatory Notes. That publication is accessible at <https://ir.jameshardie.com.au/financial-information/annual-reports-and-notice-of-meetings>.

Any other information the entity wishes to provide about the +securities the subject of this notification

James Hardie Industries plc applied for a waiver from Listing Rule 2.4 in respect to the issuance of the unquoted securities described in this appendix on 7 July 2025. ASX granted the waiver on 16 July 2025.



Issue details

Number of +securities

7,693

For personal use only



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	430,438,730

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	5,518,023
JHXAM : ORDINARY SHARES	149,732,160
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

14

For personal use only