



Announcement Summary

Entity name

JAMES HARDIE INDUSTRIES PLC

Date of this announcement

Saturday June 20, 2026

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	496,420	15/06/2026

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

20/6/2026



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")



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

15/6/2026

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
Ryan Lada	Ryan Lada	66,248
Jonathan Skelly	Jonathan Skelly	66,248
Ryan Kilcullen	Ryan Kilcullen	46,085
Tim Beastrom	Tim Beastrom	40,324
Samara Toole	Samara Toole	34,563
Joe Liu	Joe Liu	30,242
James Johnson II	James Johnson II	25,923
John Madson	John Madson	23,042
Chris Russell	Chris Russell	17,281
Jeff Wrobel	Jeff Wrobel	11,520
John Arneil	John Arneil	20,399
Christian Claus	Christian Claus	26,759



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

408,634 Restricted Stock Units (RSUs) granted, which comprise of the following:

Grant of 70,450 Restricted Stock Units (RSUs) granted under the James Hardie Industries Equity Incentive Plan 2001 (2001 Plan); and

Grant of 338,184 Performance Restricted Stock Units (PRSUs), under the 2006 LTI Plan granted to executives annually. PRSUs are contractual entitlements to be issued ordinary shares/CDIs upon satisfaction of certain conditions.

Issue details

Number of +securities

496,420

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	338,514,007

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	5,766,333
JHXAM : ORDINARY SHARES	241,823,583
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

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