

**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 6-K

**Report of Foreign Private Issuer Pursuant to Rule 13a-16 or 15d-16
under the Securities Exchange Act of 1934**

For the Month of August 2024

1-15240
(Commission File Number)

JAMES HARDIE INDUSTRIES plc
(Translation of registrant's name into English)

1st Floor, Block A
One Park Place
Upper Hatch Street, Dublin 2, D02, FD79, Ireland
(Address of principal executive offices)

Indicate by check mark whether the registrant files or will file annual reports under cover Form 20-F or Form 40-F.

Form 20-F..X.... Form 40-F.....

Indicate by check mark if the registrant is submitting the Form 6-K in paper as permitted by Regulation S-T Rule 101(b)(1): Not Applicable

Indicate by check mark if the registrant is submitting the Form 6-K in paper as permitted by Regulation S-T Rule 101(b)(7): Not Applicable

TABLE OF CONTENTS

Forward-Looking Statements	3
Exhibit Index	5
Signatures	6

Forward-Looking Statements

This Form 6-K contains forward-looking statements. James Hardie Industries plc (the “company”) may from time to time make forward-looking statements in its periodic reports filed with or furnished to the Securities and Exchange Commission, on Forms 20-F and 6-K, in its annual reports to shareholders, in offering circulars, invitation memoranda and prospectuses, in media releases and other written materials and in oral statements made by the company’s officers, directors or employees to analysts, institutional investors, existing and potential lenders, representatives of the media and others. Statements that are not historical facts are forward-looking statements and such forward-looking statements are statements made pursuant to the Safe Harbor Provisions of the Private Securities Litigation Reform Act of 1995.

Examples of forward-looking statements include:

- statements about the company’s future performance;
- projections of the company’s results of operations or financial condition;
- statements regarding the company’s plans, objectives or goals, including those relating to strategies, initiatives, competition, acquisitions, dispositions and/or its products;
- expectations concerning the costs associated with the suspension or closure of operations at any of the company’s plants and future plans with respect to any such plants;
- expectations concerning the costs associated with the significant capital expenditure projects at any of the company’s plants and future plans with respect to any such projects;
- expectations regarding the extension or renewal of the company’s credit facilities including changes to terms, covenants or ratios;
- expectations concerning dividend payments and share buy-backs;
- statements concerning the company’s corporate and tax domiciles and structures and potential changes to them, including potential tax charges;
- statements regarding tax liabilities and related audits, reviews and proceedings;
- statements regarding the possible consequences and/or potential outcome of legal proceedings brought against us and the potential liabilities, if any, associated with such proceedings;
- expectations about the timing and amount of contributions to AICF, a special purpose fund for the compensation of proven Australian asbestos-related personal injury and death claims;
- expectations concerning the adequacy of the company’s warranty provisions and estimates for future warranty-related costs;
- statements regarding the company’s ability to manage legal and regulatory matters (including but not limited to product liability, environmental, intellectual property and competition law matters) and to resolve any such pending legal and regulatory matters within current estimates and in anticipation of certain third-party recoveries; and
- statements about economic or housing market conditions in the regions in which we operate, including but not limited to, the levels of new home construction and home renovations, unemployment levels, changes in consumer income, changes or stability in housing values, the availability of mortgages and other financing, mortgage and other interest rates, housing affordability and supply, the levels of foreclosures and home resales, currency exchange rates, and builder and consumer confidence.

Words such as “believe,” “anticipate,” “plan,” “expect,” “intend,” “target,” “estimate,” “project,” “predict,” “forecast,” “guideline,” “aim,” “will,” “should,” “likely,” “continue,” “may,” “objective,” “outlook” and similar expressions are intended to identify forward-looking statements but are not the exclusive means of identifying such statements. Readers are cautioned not to place undue reliance on these forward-looking statements and all such forward-looking statements are qualified in their entirety by reference to the following cautionary statements.

Forward-looking statements are based on the Company's current expectations, estimates and assumptions and because forward-looking statements address future results, events and conditions, they, by their very nature, involve inherent risks and uncertainties, many of which are unforeseeable and beyond the Company's control. Such known and unknown risks, uncertainties and other factors may cause actual results, performance or other achievements to differ materially from the anticipated results, performance or achievements expressed, projected or implied by these forward-looking statements. These factors, some of which are discussed under "Risk Factors" in Section 3 of the Form 20-F filed with the Securities and Exchange Commission on 20 May 2024, include, but are not limited to: all matters relating to or arising out of the prior manufacture of products that contained asbestos by current and former Company subsidiaries; required contributions to AICF, any shortfall in AICF funding and the effect of currency exchange rate movements on the amount recorded in the Company's financial statements as an asbestos liability; compliance with and changes in tax laws and treatments; competition and product pricing in the markets in which the Company operates; the consequences of product failures or defects; exposure to environmental, asbestos, putative consumer class action or other legal proceedings; general economic and market conditions; the supply and cost of raw materials; possible increases in competition and the potential that competitors could copy the Company's products; compliance with and changes in environmental and health and safety laws; risks of conducting business internationally; compliance with and changes in laws and regulations; currency exchange risks; dependence on customer preference and the concentration of the Company's customer base; dependence on residential and commercial construction markets; the effect of adverse changes in climate or weather patterns; use of accounting estimates; and all other risks identified in the Company's reports filed with Australian, Irish and US securities regulatory agencies and exchanges (as appropriate). The Company cautions you that the foregoing list of factors is not exhaustive and that other risks and uncertainties may cause actual results to differ materially from those referenced in the Company's forward-looking statements. Forward-looking statements speak only as of the date they are made and are statements of the Company's current expectations concerning future results, events and conditions. The Company assumes no obligation to update any forward-looking statements or information except as required by law.

EXHIBIT INDEX

Exhibit No.	Description
99.1	Change in substantial holding
99.2	Update - Notification of buy-back - JHX
99.3	Update - Notification of buy-back - JHX
99.4	Update - Notification of buy-back - JHX
99.5	Sustainability/Climate Action Report
99.6	James Hardie Releases 2024 Sustainability Report
99.7	Update - Notification of buy-back - JHX
99.8	Update - Notification of buy-back - JHX
99.9	Application for quotation of securities - JHX
99.10	Notification regarding unquoted securities - JHX
99.11	Appendix 3Y - A ERTER

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

Date: 23 August 2024

James Hardie Industries plc

By: /s/ Aoife Rockett

Aoife Rockett
Company Secretary

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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

14 August 2024

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 13 August 2024.

Regards

Aoife Rockett
Company Secretary

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

1st Floor, Block A, One Park Place, Upper Hatch Street, Dublin 2, D02 FJ79, Ireland.

Directors: Anne Lloyd (Chairperson, USA), Peter-John Davis (Aus), Persio Lisboa (USA), Renee Peterson (USA), John Pfeifer (USA), Rada Rodriguez (Sweden), Suzanne B. Rowland (USA), Nigel Stein (UK), Harold Wiens (USA).

Chief Executive Officer and Director: Aaron Erter (USA)

Company number: 485719

ARBN: 097 829 895



13/08/2024

James Hardie Industries PLC
Group Company Secretary
Second Floor, Europa House
Harcourt Centre
Harcourt Street Dublin 2, D02 WR20 Ireland

Dear Sir/Madam,

Re: Disclosure of holding above 5% threshold

AustralianSuper Pty Ltd ("AustralianSuper") has a relevant share capital holding (as defined in Section 1047 of the Companies Act 2014) in James Hardie Industries PLC which requires disclosure under Section 1048 and/or Section 1050 of the Companies Act 2014, further particulars of which are set out below.

As at 06 August 2024, there was an aggregated interest in James Hardie Industries PLC Chess Depository Interests of 5.01% ordinary share capital. This was based on 21,604,898 shares held and a total of 431,429,497 **voting shares** and **class share outstanding**. A previous announcement of 4.94% interest in relevant share capital based on a total of 440,122,249 voting shares and class shares outstanding was disclosed on 16 August 2023 for value date 08 August 2023.

Yours faithfully

Andrew Lazar
Head of Compliance, Investments & Fund Services

T 03 8648 3900
Level 30, 130 Lonsdale Street
Melbourne VIC 3000 Australia
australiansuper.com

This information may be general financial advice which doesn't take into account your personal objectives, financial situation or needs. Before making a decision about AustralianSuper, you should think about your financial requirements and refer to the relevant Product Disclosure Statement available at australiansuper.com/pds or by calling **1300 300 273**. A Target Market Determination (TMD) is a document that outlines the target market a product has been designed for. Find the TMDs at australiansuper.com/tmd. AustralianSuper Pty Ltd, ABN 94 006 457 987, AFSL 233788, Trustee of AustralianSuper ABN 65 714 394 898.

1268.7.02/22 ISS4



The Registered holder of all shares is:

JP Morgan Nominees Australia Limited
85 Castlereagh Street, Sydney NSW 2000

Date	Number of CDIs	% held
06/08/2024	21,604,898	5.01%

T 03 8648 3900
Level 30, 130 Lonsdale Street
Melbourne VIC 3000 Australia
australiansuper.com

This information may be general financial advice which doesn't take into account your personal objectives, financial situation or needs. Before making a decision about AustralianSuper, you should think about your financial requirements and refer to the relevant Product Disclosure Statement available at australiansuper.com/pds or by calling **1300 300 273**. A Target Market Determination (TMD) is a document that outlines the target market a product has been designed for. Find the TMDs at australiansuper.com/tmd. AustralianSuper Pty Ltd, ABN 94 006 457 987, AFSL 233788, Trustee of AustralianSuper ABN 65 714 394 898.

1268.7.02/22 ISS4



Announcement Summary

Name of entity

JAMES HARDIE INDUSTRIES PLC

Announcement type

Update announcement

Type of update

Daily buy-back notification

Date of this announcement

16/8/2024

Reason for update

Daily buy-back notification

ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1

The type of buy-back is:

On market buy-back

Total number of +securities bought back before previous day

6,630,003

Total number of +securities bought back on previous day

95,000

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) provide the following information about our buy-back.

1.2 Registration number type

Registration number

ARBN

097829895

1.3 ASX issuer code

JHX

1.4 The announcement is

Update/amendment to previous announcement

1.4a Type of update

Daily buy-back notification

1.4b Reason for update

Daily buy-back notification

1.4c Date of initial notification of buy-back

9/11/2023

1.4d Date of previous announcement to this update

24/6/2024

1.5 Date of this announcement

16/8/2024

1.6 ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1



Part 2 - Type of buy-back

2.1 The type of buy-back is:
On market buy-back



Part 3 - Buy-back details

Part 3A - Details of +securities, price and reason

3A.1 Total number of +securities on issue in the class of +securities to be bought back

433,801,115

3A.4 Does the entity intend to buy back a minimum number of +securities

No

3A.5 Does the entity intend to buy back a maximum number of securities

Yes

3A.5a Maximum number of securities proposed to be bought back

9,031,829

3A.6 Name of broker or brokers who will offer to buy back +securities on the entity's behalf

Broker name:

Barrenjoey Markets Pty Limited

3A.9 Are the +securities being bought back for a cash consideration?

Yes

3A.9a Is the price to be paid for +securities bought back known?

No

3A.9a.1 In what currency will the buy-back consideration be paid?

AUD - Australian Dollar

Part 3B - Buy-back restrictions and conditions

3B.1 Does the buy-back require security holder approval?

No



Part 3C - Key dates

On-market buy-back

3C.2 Proposed buy-back start date

13/11/2023

3C.3 Proposed buy-back end date

31/10/2024

Part 3D - Other Information

3D.1 Any other information the entity wishes to notify to ASX about the buy-back

JH intends to buy back up to an aggregate total of US\$300m of its shares/CUFS (approx. US\$225m already purchased and US\$150m cancelled with US\$75m to be cancelled by 24 June 2024). Based on a closing market price on ASX of A\$46.83 and an A\$/US\$ exchange rate of 0.6668 (at 21 June 2024) equating to a max of 2,401,826 ordinary shares/CUFS, a buy-back total of US\$75m. The final max number of shares/CUFS will depend on market price and exchange rate movements over the buy-back period.



Part 4 - Daily buy-back notification

A daily buy-back notification must be submitted for Employee share scheme, On-market, Equal access share scheme and Other buy-backs at least half an hour before the commencement of trading on the +business day after any day on which +securities are bought back (per listing rule 3.8A)

Please verify if the pre-populated values are accurate as they are only indicative based on previous online submissions. The pre-populated values may not be accurate if previous online submissions are still in-flight or in case of announcements made via a MS Word form.

Whilst you may over-ride a pre-populated value, once over-ridden it will not be possible to retrieve the previously pre-populated value.

4.1 Date of this notification

16/8/2024

4.2 Previous day on which +securities were bought back

15/8/2024

	Before previous day	On previous day
4.3 Total number of +securities bought back, or in relation to which acceptances have been received	6,630,003	95,000
4.4 Total consideration paid or payable for the +securities	AUD 340,913,804.82000	AUD 4,672,451.05000
4.5 Highest price paid	AUD 63.09000000	AUD 49.81000000
	Date highest price was paid:	
	8/3/2024	
4.6 Lowest price paid	AUD 45.74000000	AUD 48.38000000
	Date lowest price was paid:	
	14/11/2023	
4.7 Highest price allowed to be paid by entity on the previous day under listing rule 7.33:		
	AUD 51.63000000	
4.8 If the entity has disclosed an intention to buy back a maximum number of +securities, the remaining number of +securities to be bought back as at the end of the previous day		
	2,306,826	



Announcement Summary

Name of entity

JAMES HARDIE INDUSTRIES PLC

Announcement type

Update announcement

Type of update

Daily buy-back notification

Date of this announcement

17/8/2024

Reason for update

Daily buy-back notification

ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1

The type of buy-back is:

On market buy-back

Total number of +securities bought back before previous day

6,725,003

Total number of +securities bought back on previous day

55,438

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) provide the following information about our buy-back.

1.2 Registration number type

Registration number

ARBN

097829895

1.3 ASX issuer code

JHX

1.4 The announcement is

Update/amendment to previous announcement

1.4a Type of update

Daily buy-back notification

1.4b Reason for update

Daily buy-back notification

1.4c Date of initial notification of buy-back

9/11/2023

1.4d Date of previous announcement to this update

16/8/2024

1.5 Date of this announcement

17/8/2024

1.6 ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1



Part 2 - Type of buy-back

2.1 The type of buy-back is:
On market buy-back



Part 3 - Buy-back details

Part 3A - Details of +securities, price and reason

3A.1 Total number of +securities on issue in the class of +securities to be bought back

433,801,115

3A.4 Does the entity intend to buy back a minimum number of +securities

No

3A.5 Does the entity intend to buy back a maximum number of securities

Yes

3A.5a Maximum number of securities proposed to be bought back

9,031,829

3A.6 Name of broker or brokers who will offer to buy back +securities on the entity's behalf

Broker name:

Barrenjoey Markets Pty Limited

3A.9 Are the +securities being bought back for a cash consideration?

Yes

3A.9a Is the price to be paid for +securities bought back known?

No

3A.9a.1 In what currency will the buy-back consideration be paid?

AUD - Australian Dollar

Part 3B - Buy-back restrictions and conditions

3B.1 Does the buy-back require security holder approval?

No



Part 3C - Key dates

On-market buy-back

3C.2 Proposed buy-back start date

13/11/2023

3C.3 Proposed buy-back end date

31/10/2024

Part 3D - Other Information

3D.1 Any other information the entity wishes to notify to ASX about the buy-back

JH intends to buy back up to an aggregate total of US\$300m of its shares/CUFS (approx. US\$225m already purchased and US\$150m cancelled with US\$75m to be cancelled by 24 June 2024). Based on a closing market price on ASX of A\$46.83 and an A\$/US\$ exchange rate of 0.6668 (at 21 June 2024) equating to a max of 2,401,826 ordinary shares/CUFS, a buy-back total of US\$75m. The final max number of shares/CUFS will depend on market price and exchange rate movements over the buy-back period.



Part 4 - Daily buy-back notification

A daily buy-back notification must be submitted for Employee share scheme, On-market, Equal access share scheme and Other buy-backs at least half an hour before the commencement of trading on the +business day after any day on which +securities are bought back (per listing rule 3.8A)

Please verify if the pre-populated values are accurate as they are only indicative based on previous online submissions. The pre-populated values may not be accurate if previous online submissions are still in-flight or in case of announcements made via a MS Word form.

Whilst you may over-ride a pre-populated value, once over-riden it will not be possible to retrieve the previously pre-populated value.

4.1 Date of this notification

19/8/2024

4.2 Previous day on which +securities were bought back

16/8/2024

	Before previous day	On previous day
4.3 Total number of +securities bought back, or in relation to which acceptances have been received	6,725,003	55,438
4.4 Total consideration paid or payable for the +securities	AUD 345,586,255.87000	AUD 2,841,900.90000
4.5 Highest price paid	AUD 63.09000000	AUD 51.53000000
	Date highest price was paid:	
	8/3/2024	
4.6 Lowest price paid	AUD 45.74000000	AUD 50.16000000
	Date lowest price was paid:	
	14/11/2023	
4.7 Highest price allowed to be paid by entity on the previous day under listing rule 7.33:		
	AUD 51.53000000	

4.8 If the entity has disclosed an intention to buy back a maximum number of +securities, the remaining number of +securities to be bought back as at the end of the previous day

2,251,388



Announcement Summary

Name of entity

JAMES HARDIE INDUSTRIES PLC

Announcement type

Update announcement

Type of update

Daily buy-back notification

Date of this announcement

20/8/2024

Reason for update

Daily buy-back notification

ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1

The type of buy-back is:

On market buy-back

Total number of +securities bought back before previous day

6,780,441

Total number of +securities bought back on previous day

95,000

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) provide the following information about our buy-back.

1.2 Registration number type

Registration number

ARBN

097829895

1.3 ASX issuer code

JHX

1.4 The announcement is

Update/amendment to previous announcement

1.4a Type of update

Daily buy-back notification

1.4b Reason for update

Daily buy-back notification

1.4c Date of initial notification of buy-back

9/11/2023

1.4d Date of previous announcement to this update

17/8/2024

1.5 Date of this announcement

20/8/2024

1.6 ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1



Part 2 - Type of buy-back

2.1 The type of buy-back is:
On market buy-back



Part 3 - Buy-back details

Part 3A - Details of +securities, price and reason

3A.1 Total number of +securities on issue in the class of +securities to be bought back

433,801,115

3A.4 Does the entity intend to buy back a minimum number of +securities

No

3A.5 Does the entity intend to buy back a maximum number of securities

Yes

3A.5a Maximum number of securities proposed to be bought back

9,031,829

3A.6 Name of broker or brokers who will offer to buy back +securities on the entity's behalf

Broker name:

Barrenjoey Markets Pty Limited

3A.9 Are the +securities being bought back for a cash consideration?

Yes

3A.9a Is the price to be paid for +securities bought back known?

No

3A.9a.1 In what currency will the buy-back consideration be paid?

AUD - Australian Dollar

Part 3B - Buy-back restrictions and conditions

3B.1 Does the buy-back require security holder approval?

No



Part 3C - Key dates

On-market buy-back

3C.2 Proposed buy-back start date

13/11/2023

3C.3 Proposed buy-back end date

31/10/2024

Part 3D - Other Information

3D.1 Any other information the entity wishes to notify to ASX about the buy-back

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Whilst you may over-ride a pre-populated value, once over-ridden it will not be possible to retrieve the previously pre-populated value.

4.1 Date of this notification

20/8/2024

4.2 Previous day on which +securities were bought back

19/8/2024

	Before previous day	On previous day
4.3 Total number of +securities bought back, or in relation to which acceptances have been received	6,780,441	95,000
4.4 Total consideration paid or payable for the +securities	AUD 348,428,156.77000	AUD 4,838,552.86000
4.5 Highest price paid	AUD 63.09000000	AUD 51.39000000
	Date highest price was paid:	
	8/3/2024	
4.6 Lowest price paid	AUD 45.74000000	AUD 50.64000000
	Date lowest price was paid:	
	14/11/2023	
4.7 Highest price allowed to be paid by entity on the previous day under listing rule 7.33:		
	AUD 52.14000000	

4.8 If the entity has disclosed an intention to buy back a maximum number of +securities, the remaining number of +securities to be bought back as at the end of the previous day

2,156,388



Building a Culture of Sustainability

SUSTAINABILITY REPORT | FISCAL YEAR 2024



Throughout our company and across [our value chain](#), sustainability is foundational at James Hardie. Environmental, social and governance (ESG) commitments are integrated into our business operations, governance structure and company culture.

Our fourth annual Sustainability Report provides an update on our ESG programs and progress by focusing on elements of our value chain to share our progress from the last fiscal year. The voices of our stakeholders — from front line employees to the builders who use our products — help tell the story of how we are living our purpose: **Building a Better Future for All™**.

Additional definitions, supporting data and disclaimers applicable to this report can be found in Endnotes.

James Hardie | Building a Culture of Sustainability



Table of Contents

Message from our CEO	2
About James Hardie	3
Our Sustainability Goals	4
Our Supply Chain	5
Our People	7
Our Operations	11
Our Products	19
Our Communities	22
Appendix	25

Sustainability Report | FY 2024



Aaron M. Erter
CEO

Message from our CEO

At James Hardie, our commitment to doing things the right way for our people, our planet and our communities remains as strong as ever. Last year, we announced new, more ambitious sustainability goals. Since then, we have built the strong foundations needed to achieve those goals and are creating innovative solutions to lessen our impact throughout the value chain.

We're putting sustainability into action, and everyone at James Hardie is playing a role. Our culture encompasses the value we place on inclusivity, safety, continuous improvement, innovation and supporting communities. We consider it important to listen to and engage with our key stakeholders, from our employees to suppliers to the homeowners, customers and contractors who use our products.

Our strategy is supported by four foundational pillars: Zero Harm, Planet, Innovation and Communities. While we have much more work ahead of us, I'm proud of our investment and our progress against each of these pillars in the last year.

By infusing sustainability throughout our company, our culture and beyond, we're able to bring our purpose of Building a Better Future for All™ to life. I'm excited to continue working together to create more resilient communities and hold ourselves accountable to the promises we've made.

Aaron M. Erter
CEO

FY24 HIGHLIGHTS

- + Our focus on Zero Harm in worker safety is non-negotiable, and we've taken that commitment even further this year. In October 2023, we launched our first Zero Harm Safety Month with our global manufacturing and corporate teams dedicating a day to focus on safety. This will be an annual event for us.
- + We're continuing to integrate our sustainability strategies into the Hardie™ Manufacturing Operating System (HMOS). Sustainability is central to how we do business, and this is a signal of how we intend to operate our plants and deliver against our targets moving forward.
- + We've also redoubled our efforts around our people, who represent the very best in our industry. We're actively engaging, supporting and listening to our talent across the company, from expanding our employee resource groups to getting feedback through our Hardie Heartbeat™ survey about our purpose, values and so much more.
- + Our products are Engineered for Climate®. As extreme weather-driven events become more common, James Hardie's products become more appealing and valuable than ever before for their durability and resiliency. We're developing new solutions to meet evolving challenges.

Purpose

Building a Better Future for All™

Vision

To inspire how communities design, build and grow today and tomorrow.

Mission

Be the most respected and desired building materials brand in the world.

About James Hardie

James Hardie is the world's No. 1 producer and marketer of high-performance fiber cement siding and backer board and a market leader in Europe for fiber gypsum products.

James Hardie successfully uses innovation to drive market value. Our products are made from high quality and durable raw materials, delivering endless design possibilities to consumers. We manufacture a variety of patterned profiles, surface finishes and colors for a range of applications, including siding, trim, soffit lining, internal linings, walls, facades, floors and tile underlay for use in residential, commercial and industrial applications.

James Hardie is a public limited company incorporated, headquartered and existing under the laws of the Republic of Ireland. In the fiscal year ending 31 March 2024 (FY24), James Hardie generated more than \$3.9 billion in net sales.

During the period covered by this report, James Hardie employed a diverse global workforce of approximately 5,000 employees across operations in North America, Europe, Australia, New Zealand and the Philippines that included 19 manufacturing facilities and three research and development centers. We have since ceased operations at our Philippines plant.

Our values guide our behavior as we work to achieve our purpose.

HONOR OUR COMMITMENTS	COLLABORATE FOR GREATNESS	DO THE RIGHT THING	BE BOLD AND PROGRESSIVE	EMBRACE OUR DIVERSITY
				

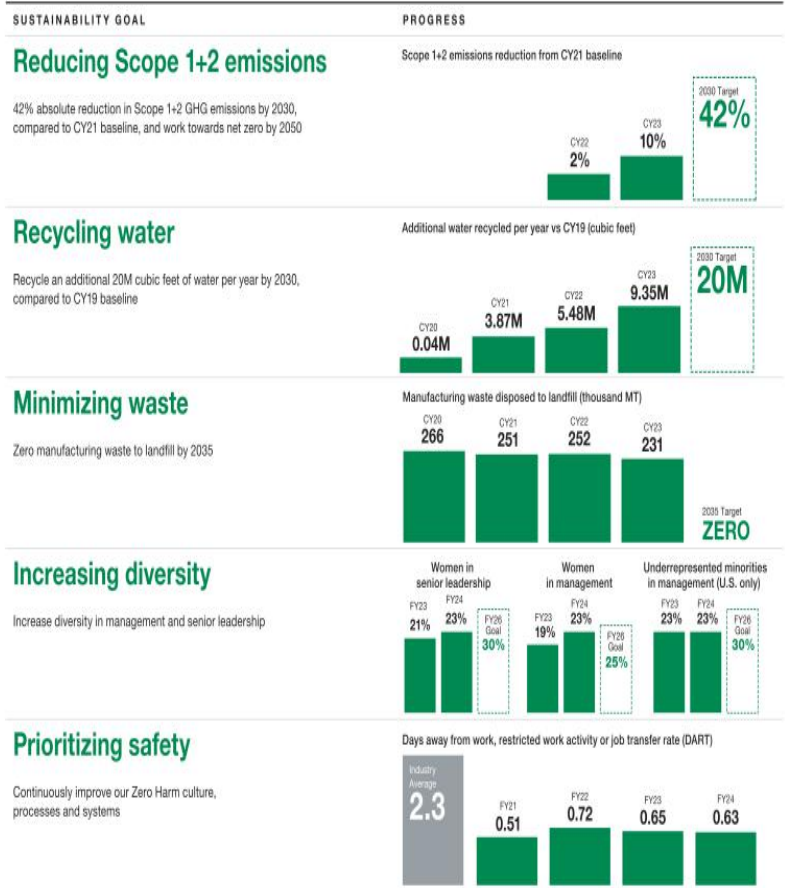


Our Sustainability Goals

Tracking progress and looking ahead

James Hardie is committed to proactively improving our sustainability performance by carefully managing our social and environmental impacts. To help us track and assess our progress, we adopted new, more ambitious goals for reducing our environmental impact while improving safety and increasing inclusion and diversity (I&D) in our workforce in FY23. We continued advancing that work in FY24 by setting near-term regional targets and including funds in regional budgets to support progress at a local level.

Our sustainability goals align directly with issues that matter most to our stakeholders and our overall corporate objectives. This ensures that James Hardie is striving to positively impact our employees, the customers we serve and the communities in which we operate.



Our Supply Chain

Sourcing responsibly and respecting human rights

The responsible procurement of materials and services is a priority for James Hardie as we work to reduce our environmental and social impacts. In FY24, we continued to implement our revised [Global Supplier Code of Conduct](#) (our Code), which sets out the principles and standards that we expect our suppliers to support, embrace and uphold. Our aim is to ensure that all suppliers operate in line with our values, uphold our Code and applicable local laws, and are committed to combating modern slavery throughout the value chain.

In FY24, we risk mapped 100% of our in-scope Tier 1 suppliers around the globe as part of our approach to managing our supply base. This important first step provides a foundation as we create a roadmap to grow our responsible sourcing and human rights program. To help us focus our efforts where we can have the greatest impact, our risk mapping process leveraged a third-party tool and builds upon the previous successes of our Australian team. This tool has a particular focus on assessing risk variables that can impact working conditions, especially around forced labor.

In FY25, we plan to start conducting enhanced due diligence on suppliers identified as operating in high-risk environments which include on-site social compliance audits. As part of our program, we will also begin the process for a human rights salient issues review for our value chain and development of a global human rights policy.

Collaborating for resource efficiency

James Hardie is committed to developing a more circular supply chain to reduce our impact on the environment and on local landfills while strengthening our business. We continuously seek opportunities to reduce waste from our manufacturing processes. Finding beneficial uses for the materials left over from our operations is also a key driver toward achieving our goal of zero manufacturing waste to landfill by 2035. For example, we collaborate with companies throughout our supply chain to keep waste materials in the value stream.

Maintaining an efficient supply chain and locating our plants near our customers benefits our suppliers, our customers and our bottom line while reducing the impact on the environment.

100%

of our in-scope Tier 1 suppliers around the globe risk mapped

81%

of raw materials sourced within 150 miles of our manufacturing facilities

\$1.66B

in economic value* contributed in communities in which we operate

* We contribute to local economies through capital expenditure at our plants and by investing significantly in our employees, in local ecosystems and across our supplier base. Our direct spending through the purchase of local materials, payroll and taxes, and our local distribution network makes a positive economic impact that benefits both local economies and our customers.



FY24 HIGHLIGHTS

+ As part of our strategy to locate our plants near our customers, we opened our first Northeast facility in Westfield, Massachusetts. The 200,000-square-foot site will help bring new manufacturing jobs to western Massachusetts. Our \$60 million investment in this world-class facility will employ up to 65 full-time employees. In the coming years, we plan to build a new state-of-the-art manufacturing facility that will produce fiber cement products and create new high-paying jobs and increased local investment in Crystal City, Missouri. We also continue to invest in our existing facilities, including the expansion of our Prattville, Alabama, and Cleburne, Texas, plants.

+ By improving how we load shipping containers, we reduce our use of containers. In APAC, we cut the number of containers used to send materials to New Zealand, eliminating about 250 containers in FY24.

STAKEHOLDER SPOTLIGHT

Teaming up to tackle waste

At six plants in North America, we are collaborating with our suppliers to pilot recycling solutions that have been successfully used by our Asia Pacific operations for over 15 years. Rejects that don't meet our high-quality standards are crushed by local cement providers and used to supplement raw materials in new cement production. We are currently working to secure the necessary permits and approvals to expand the program and will continue to build mutually beneficial relationships.



“Our partnership with James Hardie turns manufacturing waste into sustainability gains. This collaboration benefits our companies, communities and the environment. Together, we're achieving our sustainability goals and looking forward to expanding our joint efforts.”

Yuliya Kravtsov
President, Sapphire Americas, a subsidiary of Ash Grove Cement

Our People



Hardie
Heartbeat

Investing in our employees

We strive to make James Hardie a place where employees want to work, as well as build their careers. Our culture promotes inclusion, innovation, equity, performance and growth. In FY24, we continued to grow our People Strategy, which is comprised of three pillars: building and retaining a robust talent pool, expanding technical and leadership capabilities, and inspiring and engaging employees to enable their best selves. By creating jobs that help drive local economies, we aim to attract, develop, engage and retain talent.

99%

of employees hired from local communities in which we operate

We listened and we're acting

We value the voice of our workforce to help gauge our progress and chart a path forward as we evolve our talent management efforts. In FY24, we conducted our first annual global employee engagement survey – Hardie Heartbeat™ – which was translated into 10 languages. The survey achieved an 87% response rate, putting us ahead of manufacturing benchmark companies, and drew more than 1,900 employee comments. We held listening sessions to discuss the results and are using what we heard to plan programs and to build on existing initiatives across the company in FY25 and beyond.

SURVEY HIGHLIGHTS

90%

have a clear understanding of James Hardie's purpose, vision and mission.

83%

are proud to work at James Hardie.

90%

feel free to discuss work hazards and safety issues.

83%

believe we have an outstanding future.

Identifying opportunities to improve

We shared and discussed the survey results with each of our teams through collaborative workshops and are acting on the feedback we received. Our Executive Leadership Team is committed to not only demonstrating that we are listening, but also that we are making changes based on what we heard.

We are building a listening and learning culture while focusing our action plans on three main areas:

1 Strategic alignment on our future vision

2 Employee well-being

3 Growth and development



FY24 HIGHLIGHTS

Talent management

- + We designed and delivered a global Talent Management framework and assessment process that enables placing the right people in the right roles at the right time, resulting in succession planning for key leadership roles.
- + We launched global performance management and merit planning to provide a broader view into company performance and wages. A pay equity study was conducted to help identify where market adjustments might be appropriate.

Talent acquisition

- + Improvements to our talent acquisition process led to a 48% increase in completed new hires over the prior year, which included a 60% increase for the engineering development program and interns.
- + We achieved notable success in increasing completed requisitions with diverse and/or female applicants.

Employee experience and well-being

- + Our comprehensive compensation packages include benefits and incentives to address physical, mental and financial well-being.
- + We conducted a well-being survey to ensure we are meeting our employees' needs and will leverage data driven insights to create strategy and expand our offerings in FY25.

STAKEHOLDER SPOTLIGHT

Engaging with our employees

James Hardie employees shared their thoughts as part of our Hardie Heartbeat engagement survey. Many of their comments reflect appreciation for the work that has been done to create a supportive culture and reinforce our commitment to expand our efforts to provide an inclusive, equitable and nurturing workplace for our people. Here are examples of what we heard:

“

Thank you for being supportive, not just with work concerns but also interested and concerned about our personal/family concerns. This motivates me to work as I see genuine care and concern from senior leadership.”

“

I like seeing the passion about our quality and overall strength of the company.”

“

I have always felt that I am empowered to have a significant impact over what my life at James Hardie is like — specifically when it comes to things like what I am working on, my travel schedule, workload and career path.”

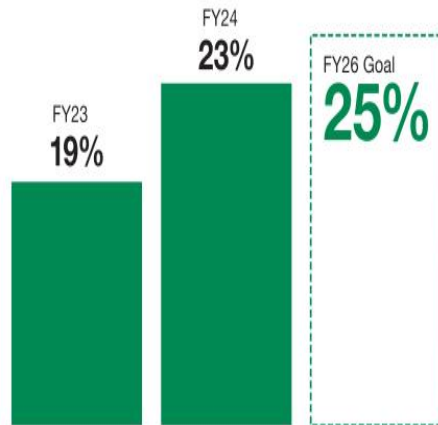


Belong @ Hardie

Diversity, equity, inclusion and belonging are the foundations of our culture and our business. Through our Global Inclusion and Diversity (I&D) program, our [Workplace Inclusion and Diversity Policy](#) and other initiatives, we aim to ensure employees feel comfortable and are able to do their best work. We strive to reflect the communities we operate in and the markets we serve.

Awareness and ownership of our diversity goals is growing as we communicate how all employees can be involved. We have broken goals down by leadership team and use a global scorecard to track progress. By increasing engagement with universities and organizations such as the [Society of Women Engineers](#) and [Circa](#), we have grown the percentage of women in management and are on track to meet our gender diversity goal.

WOMEN IN MANAGEMENT



STAKEHOLDER SPOTLIGHT

Supporting career development

We are supporting career development and professional success for women at James Hardie Europe through the nonprofit [SWANS Initiative](#). Melanie Schröder, Employee Branding Manager, and Christina Seifert, Corporate Development & Transformation Director, initiated a collaboration with SWANS to hire female students and young academics with an immigrant background that have grown up in German-speaking countries.



Melanie Schröder
Employee Branding Manager



Christina Seifert
Corporate Development & Transformation Director



Promoting a positive, inclusive workplace

Our Employee Resource Groups (ERGs) promote a positive and inclusive work environment through local, specialized programs that increase cultural awareness, engagement and retention. Initiated and led by employees, our ERGs are open to all James Hardie employees who are committed to furthering an inclusive, respectful culture. Members have the opportunity to develop professionally, expand their networks and make an impact within their external and internal James Hardie communities. Our ERGs are key partners in our I&D efforts and play a critical role in shaping our winning culture, talent and business initiatives. In FY24, we grew ERG participation by activating ERGs across more of our global operations.

FY24 HIGHLIGHTS

+ During our Pride Day celebration in the APAC region, we put up a Pride Wall mural to foster a spirit of solidarity and connection. The mural was professionally designed and outlined, then painted by our employees.

+ WIN (Women's Initiative Network) celebrated International Women's Day and Women's History Month with guest speaker Susan O'Malley, the first female president of a professional sports franchise, who talked about thriving in a male-dominated field. We hope that events like this will help to foster a more inclusive work environment globally.

+ In May 2024, we launched BOOTS, a global Veterans ERG that aims to create an environment where everyone feels heard, respected and empowered to thrive. We honor the valuable contributions of our veteran employees, recognizing their distinct experience and skills gained through military service.



STAKEHOLDER SPOTLIGHT

Creating a welcoming work environment for all

As a leader in AMIGOS, Claims Coordinator Nancy Phan helps implement meaningful improvements for our Hispanic and Latino colleagues. For example, AMIGOS recently led an effort to translate benefits information more clearly and efficiently into Spanish. Nancy goes above and beyond to be a champion for sustainability across the James Hardie community.



Nancy Phan
Claims Coordinator and
AMIGOS Leader

Our Operations

Integrating ESG throughout our processes

We continue to build on our commitments by integrating ESG into our [Hardie™ Manufacturing Operating System](#) at all levels of our operations, from evaluating large initiatives through the lens of HMOS to using HMOS tracking goals at our plants. Put simply, ESG is a foundational imperative for our business, and HMOS is helping us put that philosophy into action. HMOS encompasses our culture of continuous improvement and LEAN manufacturing and empowers our people to champion improvements to environmental performance.

In addition, we are investing more resources in our Research and Development (R&D) efforts, hiring new talent and expanding the team's capacity for value creation. The R&D team focuses on product development and supports operational and process improvements and adding capacity for future growth across the company. Our Innovation Councils bring leadership accountability and cross-functional collaboration.

FY24 HIGHLIGHTS

- + Our continuous improvement mindset has helped us make dramatic advances in manufacturing efficiency at the plant level. We have been able to increase production with our existing equipment, postponing the need to make capital investments in new machinery, as a result of our focus on HMOS and LEAN.
- + We improved our Rolled Throughput Yield (RTY), an efficiency metric that measures how much of the product meets our rigorous quality standards. By increasing RTY, we are reducing waste and delivering value back into the business.
- + We are developing innovation roadmaps for raw materials used in our products with the goal of making our manufacturing process even more efficient. These efforts will yield value improvements without impacting the performance of our products.

STAKEHOLDER SPOTLIGHT

Reducing waste, increasing productivity

Finishing Operator Jeff Riley has done an outstanding job of supporting a more efficient wastewater treatment system. This system removes solids from paint wash to allow water to be recycled back into our manufacturing process. We have reduced liquid waste paint collections by 93% from peak, eliminating 130 metric tons of liquid waste disposal per month and delivering significant cost savings of over \$40,000 a month at this site.



Jeff Riley
Finishing Operator

SAVING
\$40K+
per month

Reducing our Scope 1+2 carbon footprint

Based on the [path we charted to reduce our Scope 1+2 greenhouse gas \(GHG\) emissions](#) and work toward net zero by 2050, we focused on the two biggest levers – the use of renewable electricity and natural gas efficiency in our facilities – in FY24. To underscore that these are company goals, we also set short-term internal goals (FY25-FY27) for each region, owned by the leadership team and cascaded throughout the organization. These goals help drive both action and accountability across all facets at James Hardie.

In FY24, we developed a renewable electricity strategy, which is set to roll out starting in FY25. Natural gas opportunities were further developed with approval for pilot projects to validate assumptions on our journey to reduce our greenhouse gas footprint.

We reduced our CY23 Scope 1+2 emissions by 10% from our CY21 baseline. This reduction reflects a combination of lower volumes, grid decarbonization and internal projects, including our transition away from coal.

KEY LEVERS

Use of renewable electricity

Natural gas efficiency

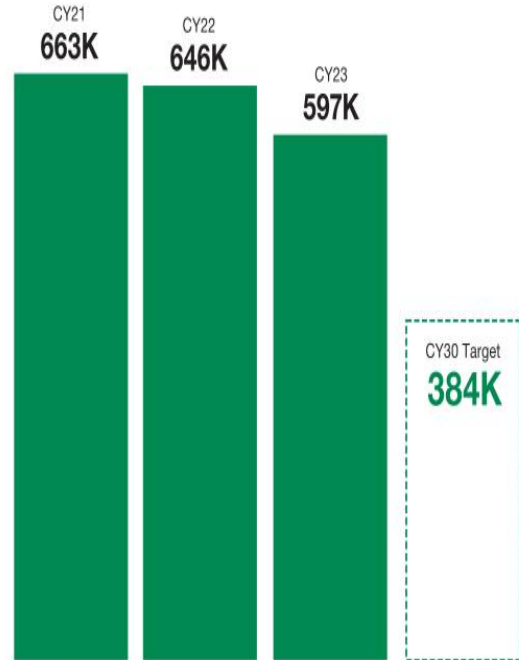
Switch equipment to electric

Remove coal from operations

Grid decarbonization

We take our commitment to GHG emission reductions seriously. Cross-functional task forces identified the use of renewable electricity and improvements in natural gas efficiency as our two most important levers.

SCOPE 1+2 GHG EMISSIONS MT CO_{2e}



FY24 HIGHLIGHTS

+ Building on our success in transitioning from coal to natural gas in the manufacturing processes at our Carole Park, Australia, facility, we are developing a renewable electricity roadmap in APAC. At the same time, we are investing in reducing our natural gas consumption at Carole Park by tracking daily use and intensity metrics, creating action plans, meeting weekly, and engaging our people at the plant level.

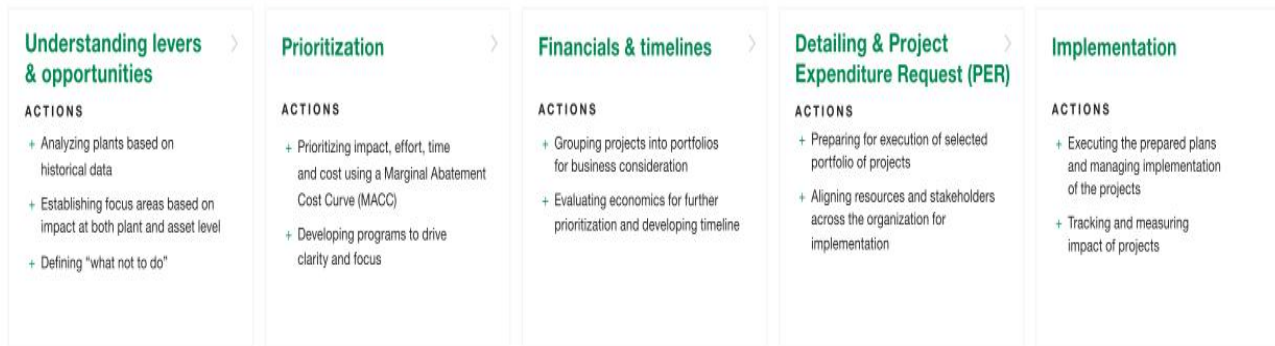
+ Our Rosehill, Australia, team identified an opportunity to leverage HMOS to improve the performance of our autoclaves with a new data management system, decreasing natural gas use per square meter of board produced by more than 10% and strengthening the business bottom line. After finding and repairing steam leaks, the team also created a monitoring system to allow us to spot and quickly address future problems.

+ At our Schraplau, Germany, facility, engineering improvements reduced electricity consumption by 18%, and our maintenance team helped contribute to the plant's goal of reducing electricity and gas consumption by leading efforts to replace insulation and expansion joints by the end of 2023.

22%

reduction in Scope 1+2 GHG emissions intensity (CO₂e/MMSF) at Carole Park in CY23 vs. CY21, as a result of elimination of coal, LEAN initiatives and grid decarbonization

Our approach to decarbonization projects

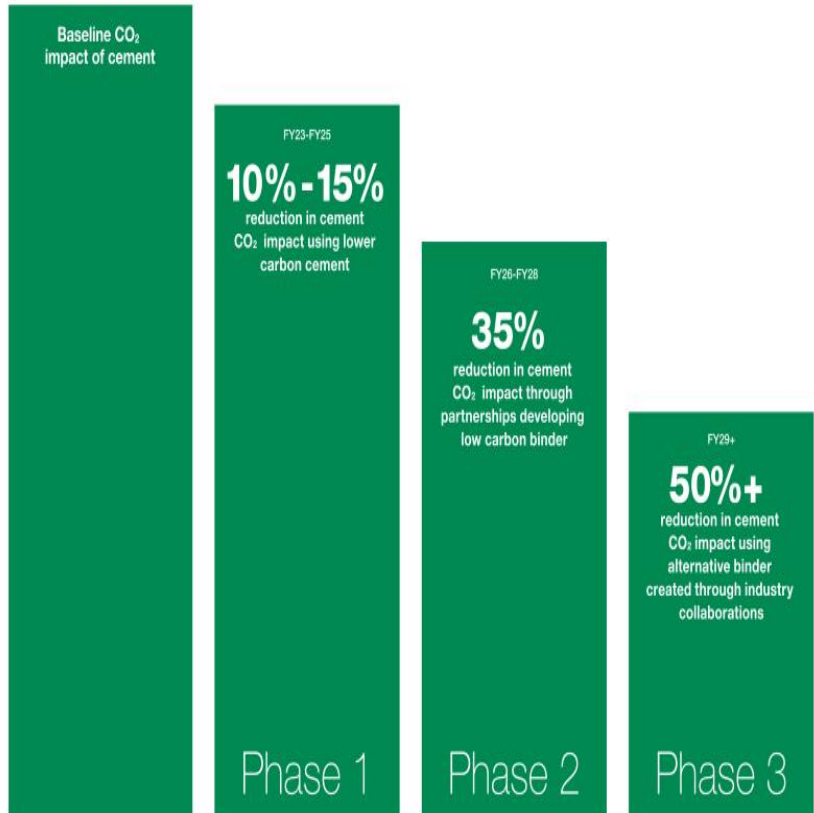


Advancing our Low Carbon Cement Technology Roadmap

In FY24, we continued our journey toward reducing the CO₂ impact of our fiber cement products by at least 50%. We are on track for the rollout of the first phase of our roadmap across the North American network, having conducted extensive research and development, followed by lab testing, manufacturing validation and third-party certification. This work confirmed that the changes we are making reduce the carbon impact of our products without any loss to the durability and resilience our customers have come to expect from us. We have also begun work on phase two of the roadmap, developing the technology to further reduce the CO₂ impact of cement.

We are now looking ahead and accelerating the R&D efforts needed for the next cycle of work on the roadmap. Because the cement we use in our products accounts for about a third of our GHG emissions, implementing a lower carbon solution is an important element of our overall GHG reduction strategy and will help us maintain leadership in the fiber cement industry as we drive toward a low carbon economy.

LOW CARBON CEMENT TECHNOLOGY ROADMAP THROUGH FY30





Recycling for planet and business

Reducing — and ultimately eliminating — the waste generated by our manufacturing operations is a responsibility James Hardie takes seriously. In addition to collaborating with local suppliers who can put some of the leftover materials from our operations to beneficial reuse, we continue to develop new ways to recycle materials and resources within our plants. These efforts not only help to reduce our impact on the environment and on local landfills, but also strengthen our business.

FY24 HIGHLIGHTS

- + By building awareness and buy-in of our ESG goals among frontline employees, we have opened a new avenue to process improvements. For example, when a cooling manager in one of our APAC plants thought that waste being swept up and sent to landfill at a cost could be reused, he approached our R&D team. The idea was validated, and that material is now recycled back into our production process.
- + Leveraging components of HMOS and the quality feedback loop, we are increasing sludge reclamation across our plants. As a result, we are reducing landfill costs and delivering raw material savings for our business.
- + In Europe, we recycle the manufacturing waste from our fermacell® fiber gypsum operations. In FY24, we began making a major investment in the equipment needed to recycle other materials from our cement bonded products on the path to our zero manufacturing waste to landfill goal.

STAKEHOLDER SPOTLIGHT

Benefiting our community while reducing waste

Ken Albers, Quality Manager at our Tacoma, Washington, plant, worked through our charitable giving program to donate more than 12,000 square feet of product that would otherwise have gone to the landfill, reducing waste and saving \$45,000 in landfill costs. Ken identified three instances of products that could not be sold but still met our quality standards and helped donate the product to the local Habitat for Humanity® affiliate.



SAVING
\$45K
in landfill cost

Ken Albers
Quality Manager



Raising the bar on water conservation

Water is a scarce and valuable natural resource, and we are committed to optimizing our water use globally. We are raising the bar and setting new internal standards, going beyond regulatory requirements, by pursuing water recycling opportunities as appropriate by site. We continue to invest in the development of advanced technology to manage our water use and reduce wastewater discharge, including ways to incorporate treated wastewater into our production processes. These actions improve our operational capabilities while building a better future for the communities we live and operate in, doing the right thing for the environment and improving our bottom line.

In Carole Park, Australia, we are investing millions of dollars to develop one of the most advanced water treatment plants across James Hardie to cut our wastewater discharge by at least half. Our new system will treat wastewater to remove and neutralize harmful chemicals so that it can be reused multiple times, contributing significantly to our goal of recycling 20 million cubic feet of water per year by 2030. The work we are doing in Carole Park is a foundational first step toward creating a closed loop system for water use and meeting our water recycling goal and will be leveraged to improve operations across the company.

FY24 HIGHLIGHTS

- + We hired a water technology expert to join our R&D team and expanded the membership of our Global Water Technology Development Committee, enhancing its ability to develop cost-effective water recycling and treatment technology to meet changing discharge limits while proactively reducing wastewater discharge.
- + We are upgrading the technology in our plants to reduce water consumption. One area of focus is upgrading the seal water systems to a closed loop solution, resulting in significant savings. These systems provide for both water savings and an attractive payback. We intend to roll out these solutions across our plants.
- + We continue to make progress at our Pulaski, Virginia, plant, where treated wastewater is reused in our manufacturing process. Reusing discharge water delivers multiple benefits, including reducing demand on our local community water supply.

STAKEHOLDER SPOTLIGHT

Rethinking water use at our facilities

Engineers Kristen Domstauder and Jody Lambert are key members of a team investigating water use in our plants. They contributed to a project to install an air conditioner condenser in the autoclave system at our Summerville, South Carolina, plant to redirect 12,000 to 18,000 gallons of discharge water a day to be reused in pulp. Other plants are doing similar projects, including Pulaski, Virginia, where they are recovering 70,000 to 90,000 gallons of water a day, contributing to a 9% year-on-year reduction in water withdrawal (CY23) at the site.



Kristen Domstauder
Industrial Water Process Engineer



Jody Lambert
Environmental Project Manager



Prioritizing Zero Harm

Safety is embedded in our global corporate culture through our Zero Harm standards and our commitment to continuous improvement. We consider safety everyone's responsibility and work diligently 24/7 to ensure the protection of our people and those who use or interact with our products. We believe that every incident is preventable and we address Zero Harm through a focus on safe people, safe places and safe systems.

Last October, we hosted our inaugural Zero Harm Safety Month with the theme "Safety Leadership Starts with Me." We put on 33 events across North America, APAC and Europe and engaged over 4,200 employees to build ownership of Zero Harm throughout our workforce. Guest speakers shared stories of how their lives were impacted by significant safety events, and we held eight expos targeting critical risk; education, training and capability building; and specific topics such as energy control process, machine guarding, working from heights and electrical safety. We surveyed participants afterward and will use the robust feedback we received to help plan our next event in FY25.

To coincide with our inaugural Zero Harm Safety Month, we presented Zero Harm CEO Awards to one individual and one site from each region who routinely go above and beyond when it comes to safety. These individuals demonstrated exemplary safety leadership and behaviors daily and are committed to the James Hardie Zero Harm philosophy. Each winning site demonstrated continuous improvement, increased engagement and consistently works to achieve established global standards in Zero Harm. In addition, we will recognize an individual from each site and each sales region annually as recipients of the Presidential Zero Harm Award.

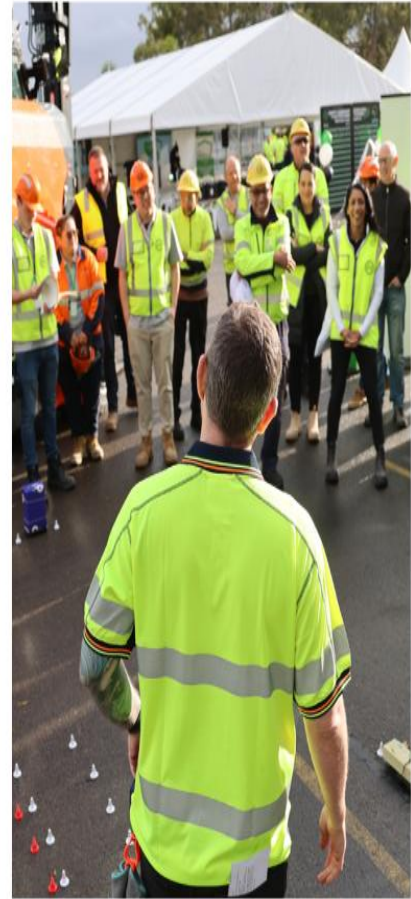
Tracking safety performance

In FY24, we reduced our global DART (Days away from work, restricted work activity or job transfer) rate. In North America, we took a risk-based approach by adding new equipment lockouts and other safety equipment and by focusing on the interface between workers and machines. We target our efforts on the areas of highest risk, including working from heights and machine guarding.

In APAC, where our sites achieved a DART rate of 0.47 against 2.48 million hours worked in FY24, we continued to double down on safety and held stop events to encourage conversations after experiencing an incident.

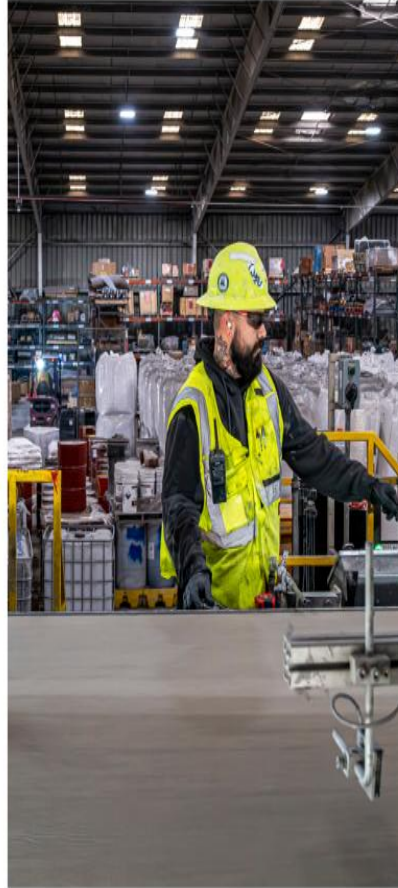
Investment in training and increased awareness of safety behaviors is paying off in our European facilities, which recorded their best safety year with an 80% reduction in DART rate since FY19, when James Hardie purchased fermacell®.

In addition, our global emphasis on sharing safety concerns and looking out for our colleagues is driving a culture shift across our operations. Our latest employee survey showed that 95% care about safety and 90% are willing to discuss work hazards and safety issues freely and openly.



FY24 HIGHLIGHTS

- + We are making a significant global investment in safety infrastructure projects. In FY24, we upgraded equipment used when working from heights and installed more than 1,200 machine guards to provide additional protection for our employees and promote risk awareness. We have made progress already in North America and APAC, and we are continuing to make strides in Europe where we have established the foundation needed to make improvements.
- + New safety standards for energy control processes, machine guarding, working from heights and electrical safety have been developed and independently approved in North America and APAC. We put our energy control processes into action in FY24, and our machine guarding and working from heights standards will be expanded in FY25.



STAKEHOLDER SPOTLIGHT

Creating a healthier work environment

In Rosehill, Australia, Plant Manager Hector Castro and his procurement team spearheaded an innovative effort to incorporate three new electric forklifts into manufacturing and distribution. His efforts eliminated worker exposure to forklift emissions, contributing to a healthier work environment for our employees.



Hector Castro
Plant Manager

Our Products

Building products that are made to last

Even as we advance on our journey to drive down our carbon footprint, we are preserving and enhancing the quality and performance that make Hardie® products a valued solution for our customers. As the frequency of climate-driven events such as hurricanes and wildfires increases, the resilience that our products provide remains our priority.

Engineered for Climate®, our durable fiber cement products are non-combustible*, flood-zone rated (U.S. only) and do not appeal to pests. They require low maintenance, are durable, build value for homeowners and meet demand for high-quality products, contributing to a more resilient built environment. For example, in Europe, our Hardie® Panel high-performance facade cladding has the lowest CO₂ emissions of A2 fire-rated facades[^]. Our business strategy is built on providing durable products that deliver value to the homeowner.

Our Homeowner Focused, Customer and Contractor Driven™ philosophy is powered by innovation and the needs of the homeowners, customers and contractors who use our products. We continue to develop new and innovative solutions that provide superior value to our customers and help them build better homes and more resilient communities.

67%

of product deliveries within 500 miles of our manufacturing facilities

* Hardie® siding complies with ASTM E136 as a non-combustible cladding. Fiber cement fire resistance does not extend to applied paints or coatings, which may be damaged or char when exposed to flames.

[^] Construction material class as per EN 13501-1; has a fire classification of A2-s1,d0.

FY24 HIGHLIGHT

- + We delivered the resilient and colorful materials desired by the growing multifamily and build-to-rent markets in North America. For example, we introduced the Hardie® Artisan Siding line, offering a thicker product and a flat wall look for custom and semi-custom homes, and rolled out Sea Grass textured panels that expand the availability of design options.
- + In Europe, we introduced our first hidden fixing, back-mounting solution. Also in Europe, we applied our R&D efforts to create a leveling compound for use in installing fermacell® Therm25™ flooring. The pumpable compound can be easily applied with available equipment and quickly cures into a solid, reducing labor and installation time. This systems-based approach represents a shift in our R&D thinking and opens a new avenue for future products.
- + Green Builder magazine recognized James Hardie as a green innovation and brand leader, naming Hardie® Artisan Lap Siding as a 2024 Sustainable Product of the Year for its lower carbon footprint than traditional heavyweight building products, durability and resilience to harsh weather and natural disasters.



STAKEHOLDER SPOTLIGHT

Building and restoring houses more sustainably

James Hardie collaborates with construction companies across the globe to develop solutions suited to the demands of a changing climate. In addition to providing resilience to harsh weather, our products are engineered to help reduce the carbon impact of the built environment.

PROVIDING PRODUCTS FOR A LOW-CARBON FUTURE

Our products were selected by three leading home builders from across the U.S. in FY24 to highlight low carbon construction, including a sustainable home that the average family can afford. The projects, which were featured at the NAHB International Builders' Show® in February 2024, demonstrate that each element of a sustainable home can have an impactful role in a low-carbon future. James Hardie is providing solutions to homeowners, builders and designers to address the challenges presented by a changing climate.

Panorama Home

Breckenridge, Colorado

Hardie® HZ5® noncombustible* siding with performance attributes for harsh mountain range winters is well-suited for this home by Thrive Home Builders.

Queen of Zero

Prince George's County, Maryland

For this rebuilt Victorian house located in a historic district, Symbi Homes selected our HZ5® product line, which is made for Mid-Atlantic conditions, including freezing temperatures, extreme seasonal temperature variations, rain, snow and ice.

VISION House Sussex

Milwaukee, Wisconsin

Tim O'Brien Homes is delivering a high-performance, resilient and attainable home for working-class American families. Hardie® products with our durable ColorPlus® Technology are being leveraged.

* Hardie® siding complies with ASTM E136 as a non-combustible cladding. Fiber cement fire resistance does not extend to applied paints or coatings, which may be damaged or char when exposed to flames.



Panorama Home



“

Fiber cement siding, soffit and trim from James Hardie combine to wrap the walls of Panorama House in a beautiful, economical and fire-resistant security blanket. The Arapaho National Forest offers a great backdrop, but also wildfire risk. I have peace of mind knowing that whatever nature may have in store, Hardie® products are helping to protect the Panorama House.”

Gene Myers

Founder and Chief Sustainability Officer,
Thrive Home Builders

STAKEHOLDER SPOTLIGHT CONTINUED

Queen of Zero



“

James Hardie's fiber cement products provide both beauty and durability, with a variety of lap-sided widths so we could mimic the design of neighboring Victorians. As a sustainable home builder, I also appreciate the company's commitment to reducing the embodied carbon of their siding and trim products as we move towards a decarbonized future.”

Nicole Tysvaer
CEO, Symbi Homes

VISION House Sussex



“

As we looked to deliver a high performance, sustainable and attainable build, it was imperative that the VISION House featured a durable and resilient building envelope to ensure the home's longevity and reduce the burden of maintenance over time. We had our sights set on Hardie fiber cement siding. It's very durable and long-lasting even in a climate like ours where temperatures drop well below zero.”

Tim O'Brien
CEO, Tim O'Brien Homes



COMBINING TRADITIONAL CONSTRUCTION METHODS WITH LOW-IMPACT PRODUCTS

Mühlenhaus Historische Wohnbau GmbH specializes in the construction and restoration of half-timbered houses built with traditional craftsmanship. For the company's project in Brock, Germany, the planners opted for the [fermacell® Therm25™](#) underfloor heating solution from James Hardie Europe GmbH.

“

The historical construction method of the half-timbered houses are combined with a high level of sustainability. We opted for [fermacell® Therm25™](#) underfloor heating elements, a product that ensures particularly efficient use of heating energy. The elements are made from natural materials and are EPD-verified.”

Andreas Enneking
Construction Planner,
Mühlenhaus Historische Wohnbau GmbH

Our Communities

Creating positive impact

James Hardie's global giving and community engagement strategy is aligned with our business objectives. Striving to positively impact people and families in the areas where we operate and where our products are used is part of the James Hardie culture. From our employees to our senior leaders, everyone is empowered to drive change in their communities. We think globally while acting locally.



Record-holding storm chaser Josh Mergerman built a "hurricane-ready" home in a historic district of Bay Saint Louis, Mississippi, choosing Hardie® products for their leading durability.

Our charitable giving and community engagement activities are organized into three pillars:

- 1 Safe, resilient, durable shelter**
We prioritize supporting families, and in turn our communities, in need of affordable safe housing.
- 2 Disaster relief**
When our communities are impacted by natural disasters, we work to show up with our products, time and money to rebuild in partnership with local organizations and governments.
- 3 STEM & manufacturing education scholarships & engagement**
We want to nurture the next generation of diverse people to help build and maintain resilient sustainable communities.

Constructing climate-resilient homes with Habitat Strong

We have proudly supported Habitat for Humanity® International for many years as part of our efforts to fulfill our purpose of **Building a Better Future for All™**. Our sites have donated product, and hundreds of our employees have given their time and talents to build Habitat homes. We are stepping up our engagement as a corporate sponsor of the [Habitat Strong initiative](#), which addresses the need to build affordable and climate-resilient homes that can withstand severe weather conditions and natural disasters.

As part of this effort, we will make financial grants and donate our engineered-to-last fiber cement siding and trim products to enable the construction of dozens of homes in communities across the United States over the next three years. Habitat Strong's fortified code-plus building practices yield the more durable, resilient and physically strong homes needed by families in areas prone to natural disasters. [Learn more by watching this video.](#)



“

As global warming and climate change continue to make weather events more frequent and severe, the need for stronger homes is increasingly apparent. We're thankful to James Hardie for their support of the Habitat Strong program and look forward to working with them together to build resilient homes and communities across the country.”

Jonathan Reckford
CEO, Habitat for Humanity



Helping Habitat for Humanity® globally

[Habitat for Humanity Australia](#): Through this new effort, we will provide fiber cement products for durable, low maintenance and beautiful home exteriors. In addition, our employees volunteer with the Brush with Kindness program, and our marketing team recently painted and refurbished crisis housing for women and children escaping domestic violence. We also donated through Habitat to Studio Purpose to provide housing for homeless youth in South Australia.

“

We are delighted to be partnering with James Hardie to help us deliver better housing solutions for vulnerable groups and low-income families. James Hardie's support will improve the lives of countless families fleeing domestic violence and assist us to provide solutions for families that need a safe home so they can build a better future. Through their contributions and employee volunteering, James Hardie will be helping women and children escaping domestic violence and people facing homelessness.”

Nicole Stanmore
CEO, Habitat for Humanity Australia

FY24 HIGHLIGHTS



+ Aligned to our mission of **Building a Better Future for All™**, we proudly announced our partnership and support of [First Tee®](#) in the United States. First Tee is a youth development organization seamlessly integrating the game of golf with a life skills curriculum that helps to foster resilience and strong character.

+ In New Zealand, we have supported the [Heart Foundation](#) for over 15 years and have donated product for more than 80 homes. Through their partner, Jennian Homes, the Heart Foundation builds homes and then offers each home as the prize in a national raffle with all proceeds benefitting the organization.

+ Locally, our employees get involved with charitable organizations and support projects that are personally meaningful to them. Employee-led efforts included:

- For the fifth year, more than 30 of our Chicago employees climbed 1,643 steps up the AON Center, one of the city's tallest buildings, and raised over \$17,000 for the [Ann & Robert H. Lurie Children's Hospital of Chicago](#) through Step Up for Kids. James Hardie matched employee contributions.
- Our Pulaski, Virginia, site worked with [New River Community Action \(NRCA\)](#) for its second annual Helping Hands for the Homeless community service campaign. The James Hardie team collected donations, personal hygiene items and meal cards to create "blessing bags" for homeless individuals and families. They raised more than \$1,300 and assembled 760 bags to be distributed across six counties.

380K+ square feet

of material donated by James Hardie to support our local communities in FY24, in addition to monetary contributions

STAKEHOLDER SPOTLIGHT

Supporting communities through employee-led efforts

Guy Martin, Purchasing & Stores Officer for our Rosehill, Australia, plant, has been running our Christmas charity drive for 18 years. Thanks to him, Sachitha Kaluarachchi, Project Engineer, and other team members, the 2023 drive raised AU\$17,862 (equivalent to over \$11,500 in U.S. dollars) for the [Black Dog Institute](#) supporting mental health and the [National Homeless Collective School Project](#) providing supplies for kids in need. James Hardie matched the employee donations.



Guy Martin
Purchasing & Stores Officer



Sachitha Kaluarachchi
Project Engineer



Appendix

About this report	26
Our ESG governance	27
Focusing on our ESG pillars	28
Determining our material topics	29
Assessing impacts along our value chain	30
Engaging with our stakeholders	31
TCFD disclosure update	32
ESG data summary	35
GRI content index	40
SASB index	44
Aligning with the United Nations Sustainable Development Goals (SDGs)	46
Endnotes	47

About this report

This is James Hardie's fourth annual Sustainability Report. It covers our sustainability performance progress for fiscal year 2024 (1 April 2023 through 31 March 2024) across our global operations and highlights our priorities. Environmental data is collected and reported on a calendar rather than a fiscal year basis. Any other exceptions to the reporting period are noted within the report. It has been prepared with reference to the [GRI \(Global Reporting Initiative\) Sustainability Reporting Standards 2021](#).

As our sustainability program progresses, we are committed to aligning with best practice reporting standards and frameworks, including those set forth by GRI, the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD).

All monetary figures are in U.S. dollars unless otherwise indicated.

We welcome your comments and feedback at investor.relations@jameshardie.com.au.



Our ESG governance

We've integrated sustainability throughout our company, from our daily operations to our executive leadership and Board of Directors. Our governance structure is designed to facilitate accountability, transparency and continuous improvement of our ESG initiatives.

>

Board of Directors

Our full Board of Directors has oversight of the company's principles and strategy relating to ESG. The Board regularly reviews with management strategic issues related to ESG and progress against our goals.

>

Executive Leadership Team

Headed by our CEO, our Executive Leadership Team (ELT) provides guidance on global sustainability issues that are most material to James Hardie and our key stakeholders. The ELT ensures that sustainability remains a central component of our business strategy. Our Chief Sustainability Officer is a member of the ELT.

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Hardie™ Operating System Steering Committees

Our Hardie™ Operating System (HOS) drives alignment of initiatives to strategic objectives and enables efficient resource allocation for all our strategic initiatives, including those related to ESG. Cross-functional steering committees help lead and coordinate sustainability efforts across our global operations and ensure that we are on track to achieve our ESG goals.

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Global Project Teams

Our Global Project Teams include representatives from various departments across James Hardie, such as Human Resources, Operations, Research & Development and Environmental Health & Safety. They implement initiatives that support our ESG goals, tracking and reporting progress to their respective Steering Committee on a regular basis.

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Focusing on our ESG pillars

Our ESG strategy is integrated with our global strategy for value creation and operational performance. It focuses on four key pillars: Planet, Innovation, Communities and Zero Harm.

HARDIE™ MANUFACTURING OPERATING SYSTEM

James Hardie's culture of continuous improvement and LEAN manufacturing is deployed through our Hardie™ Manufacturing Operating System (HMOS). HMOS integrates our global network of plants and our people, driving continuous improvement in our manufacturing and environmental performance through employee engagement and empowerment, cross-functional collaboration, knowledge sharing of best practices, elimination of variability and promotion of accountability across the entire organization.

Through HMOS, our best practice policies and processes are being standardized globally, with specific regional regulatory requirements and product lines taken into account. In addition to a central HMOS team, we have HMOS managers at every plant, yielding reduced environmental impacts, better products for consumers and safer work environments. HMOS plays a key role in our sustainability initiatives, continually driving improvements in manufacturing efficiency, resource conservation, waste reduction and safety.

ESG PILLAR	COMMITMENT & MANAGEMENT APPROACH
Planet	<p>We proactively manage our impact on the environment with a prioritization on circularity and reducing greenhouse gas emissions.</p> <p>We are dedicated to reducing our carbon footprint, minimizing waste and saving water. By conserving, renewing and recycling natural resources, we are helping to protect the environment and support resilient communities. Our commitment is an integral part of our guiding purpose, vision, mission and values; our Hardie™ Operating System; and our Global Environmental Protection Policy, which is communicated to employees, contractors and customers.</p> <p>We continue to maintain ISO 14001 certification for our environmental management systems at the corporate level and at nine of our plants globally, representing 47% of our manufacturing facilities.</p>

Innovation	<p>We are committed to transforming new technologies into high-quality and sustainable products, solutions and building practices.</p> <p>Our global strategy is to develop Homeowner Focused, Customer and Contractor Driven™ innovation that addresses unmet needs while expanding our portfolio of products. Insights from homeowners, customers and contractors play an important role in helping us develop new and innovative solutions that improve the lives of homeowners. By applying a mindset of continuous improvement to research and product development, we deliver superior value to our customers. This helps end users build better homes and more sustainable communities.</p> <p>We leverage our global scale and know-how with a strong in-house R&D team stationed around the world. We continue to expand our R&D capabilities through targeted investment.</p> <p>Our innovation platforms are poised to deliver new designs and aesthetics so homeowners can be inspired with endless possibilities to bring their dream home to reality. These designs are built on the key advantages of our fiber cement technology that delivers durability, low maintenance and non-combustibility while continuing to make these solutions easier to install to enhance labor productivity.</p>
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ESG PILLAR	COMMITMENT & MANAGEMENT APPROACH
Communities	<p>We are striving to build and maintain an inclusive culture within our business and supporting the communities where we live and work.</p> <p>We create jobs that help drive local economies and aim to attract, develop, engage and retain talent. Our culture promotes inclusion, innovation, equity, performance and growth. Driven by the belief that a skilled and diverse workforce encompasses different viewpoints, expertise, attributes and life experiences, we recognize the unique strengths of each employee to contribute to our culture and operating performance. We encourage employee engagement, responsibility and accountability.</p> <p>Supporting and investing in communities is integral to the James Hardie culture. We strive to positively impact the people and families in the communities in which we operate and where our products are used. Working in collaboration with departments across the company, our Director, Global Social Impact is responsible for developing and implementing our community engagement initiatives.</p>

Zero Harm	<p>With our Zero Harm culture, we seek to ensure the safety of our products, employees, partners, customers and communities.</p> <p>We prioritize safety globally through our Zero Harm standards and our commitment to continuous improvement. Safety is embedded in our corporate culture, and we work diligently 24/7 to ensure the protection of our people and those who use or interact with our products. Our Global Code of Business Conduct guides our actions to ensure we do the right thing by acting ethically, fairly and with integrity.</p> <p>Zero Harm is managed at the global level but relies on participation from every employee because safety is everyone's responsibility. New hires go through training that emphasizes hands-on learning, and safety protocols are standardized across the globe for all employees, contractors and anyone visiting our facilities.</p> <p>We take a collaborative and cross-functional approach to Zero Harm. Safety is discussed at the beginning of every James Hardie meeting, and we hold safety phone conferences twice weekly. We are proud of our incident rates, which remain well below industry averages. Our European operations, which adopted our Zero Harm policy and best practices after acquisition, have made great strides. We relentlessly pursue critical risk reductions through a focused approach on global standardization of best practices and continuous improvement.</p>
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Determining our material topics

At James Hardie, we are committed to managing and reporting on what matters most to our stakeholders. Our materiality assessment ensures that our sustainability initiatives and reporting align with both our business and stakeholders' priorities. The process, which was led by our ESG team and supported by external sustainability consultants, identified and validated the company's material topics and assessed associated impacts across our value chain.

To determine our material topics, we analyzed inputs from a range of internal and external sources. We consulted global ESG standards and frameworks, including GRI, SASB and United Nations Sustainable Development Goals (UN SDGs). Current and potential ESG-related legislation, key stakeholder expectations and leading industry ESG practices and initiatives were also evaluated. These topics were then vetted by key decision-makers throughout our company and prioritized based on the significance of the impacts and importance to stakeholders.

We are committed to regularly evaluating our material topics as our company and operating environment continue to evolve.

LIST OF MATERIAL TOPICS	DESCRIPTION
Circularity	Designing high-quality, durable, resilient products and managing their life cycle impacts through the choice of materials and the elimination of waste in our manufacturing processes.
Climate	Managing and mitigating our operations' and products' greenhouse gas emissions, and evaluating our business resilience to climate change.
Governance & Ethics	Adhering to sound ethics and accountability, including compliance with anti-corruption, anti-bribery, anti-competitive and other laws and regulations globally.
Human Capital Management	Making James Hardie an employer of choice by attracting, developing, engaging and retaining a diverse workforce through a culture that promotes inclusion, innovation, performance and growth.
Human Rights	Protecting and advancing human rights worldwide and eliminating forced and compulsory labor, including child labor and human trafficking across the supply chain.
Local Communities	Assessing social, cultural and/or environmental impacts on local communities and wider stakeholders, while reducing adverse impacts and promoting positive outcomes.
Occupational Health & Safety	Ensuring healthy and safe work conditions across our operations, preventing physical and mental harm and promoting health and well-being.
Product Quality & Safety	Managing product quality and safety to ensure customer requirements are met, including durability, climate resilience, sustainability, health and safety across the life cycle of products and adherence to regulations and voluntary codes.
Water & Effluents	Conserving, managing and reusing/recycling water, including the amount of water withdrawn and consumed and the quality of the water we discharge.

Assessing impacts along our value chain

As part of our materiality assessment, we evaluated impacts associated with our operations along the value chain. This analysis enables us to target opportunities that enhance value creation for our stakeholders, as well as improve management of any potential or actual impacts resulting from our business activities.

We manage impacts under our direct operational control through integrated operating and management systems, such as the Hardie™ Manufacturing Operating System. In areas where we have influence over impacts as they relate to our operations, we seek collaborative ways upstream and downstream to help reduce negative and maximize positive impacts.

DEVELOPING A CIRCULAR SUPPLY CHAIN

James Hardie is committed to developing a more circular supply chain to reduce our impact while strengthening our business. Maintaining an efficient supply chain and locating our plants near our customers benefits our suppliers, our customers and our bottom line while reducing the impact on the environment.

81%

of raw materials sourced within 150 miles of our manufacturing facilities

\$1.66B

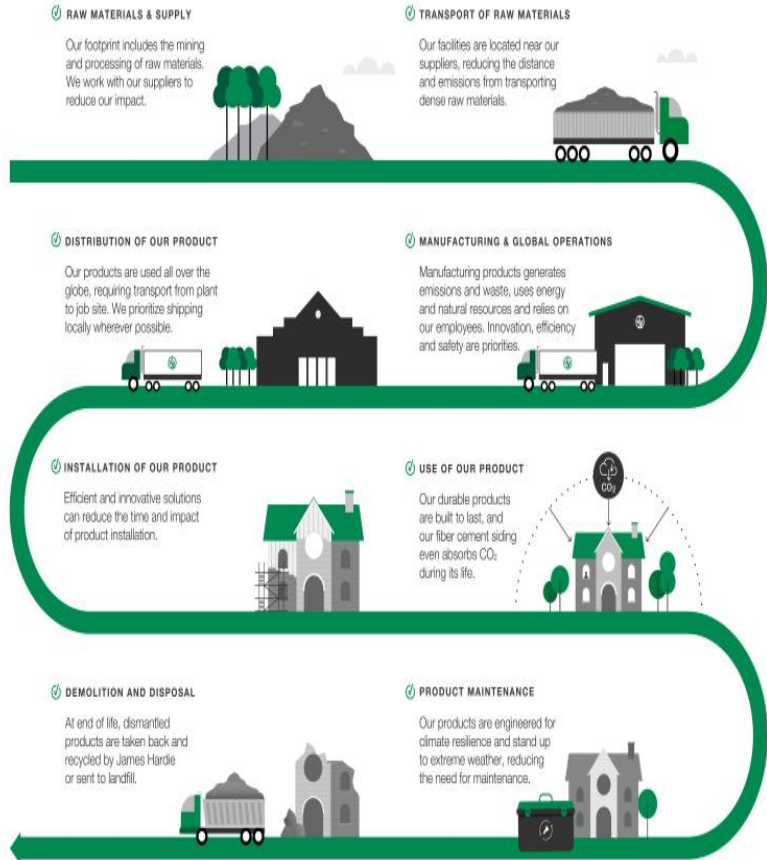
in economic value contributed in communities in which we operate

99%

of employees hired from local communities in which we operate

67%

of product deliveries within 500 miles of our manufacturing facilities



Engaging with our stakeholders

We regularly engage with key stakeholders through a variety of methods to discuss and learn what matters most to them, including sustainability-related topics, and to identify actual and potential impacts from our business activities. The following table lists some of the ways we regularly engage and communicate with our stakeholders.

STAKEHOLDER GROUP	METHODS OF ENGAGEMENT
Communities	<ul style="list-style-type: none"> Community outreach and development Charitable contributions and employee engagement activities Disaster response and recovery initiatives Compliance with laws and regulations
Consumers	<ul style="list-style-type: none"> Market research Research and development insight studies Direct feedback
Customers and Architects	<ul style="list-style-type: none"> Satisfaction surveys and periodic questionnaires Direct meetings, emails and other communications Product collaborations and trainings Conferences and industry events
Employees	<ul style="list-style-type: none"> Employee surveys Regional meetings, town hall meetings and discussion roundtables Ongoing company intranet and internal communications Career development, performance reviews and training opportunities Employee Resource Groups
Investors	<ul style="list-style-type: none"> Annual shareholder meeting Financial reporting and quarterly earnings calls Meetings with analysts and investors Investor Days Surveys and requests from ESG ratings and rankings agencies
Suppliers	<ul style="list-style-type: none"> Global Supplier Code of Conduct Vendor risk assessments Performance monitoring Direct meetings, emails and other communications

TCFD disclosure update

As James Hardie continues our journey to implement the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD), here we provide an update on our progress during FY24.

James Hardie recognizes that climate change presents risks and opportunities for our business and has undertaken significant work to understand the materiality of our impacts.

Governance

The ultimate responsibility for overseeing and managing risks, including those related to climate change, rests with our Board of Directors. Jill Kolling, Vice President, ESG and Chief Sustainability Officer, is part of our Executive Leadership Team, reporting directly to the CEO. Read more about our [sustainability governance structure](#).

Strategy

James Hardie's sustainability strategy integrates our global strategy for value creation and operational performance. We are committed to continuously expanding our understanding of climate-related risks and opportunities over the short, medium and long term, as well as determining the impact of different scenarios on our business, strategy and financial planning. The table on the following page highlights our material climate risks and opportunities, how they affect our strategy and the actions we have taken.

Risk Management

All climate-related risks are incorporated into James Hardie's corporate enterprise risk management (ERM) system. Transition risks are analyzed by the ESG team as part of the ERM process. Physical climate risks and severe climatic events are addressed at the facility level. Each facility has a response plan for different events that includes checklists, actions and other procedures. Climate-related issues are then escalated through the ERM or management systems on a case-by-case basis.

Metrics and targets

James Hardie measures progress on our environmental priorities through metrics on GHG emissions, energy consumption, waste generation and water use and recycling. These metrics also assist in identifying key environmental and climate risks and opportunities. The metrics and results over time are disclosed in this report's ESG data summary section, and our progress is discussed throughout the report.

James Hardie has set ambitious ESG targets. These include science-based, absolute reductions in our Scope 1+2 GHG emissions and aiming for zero manufacturing waste sent to landfill. Read more about our [targets](#).

CLIMATE DISCLOSURE ROADMAP

We aim to complete the following milestones as we continue to implement and integrate the recommendations of the TCFD throughout our business:

Governance →

Develop a climate transition plan in line with future regulatory requirements

Risk Management →

Further strengthen our reporting in preparation for regulatory requirements

Strategy →

Continue to assess financial impacts of climate risks and opportunities

TCFD disclosure update continued

KEY CLIMATE-RELATED RISKS AND OPPORTUNITIES

RISK	DRIVER	ACTIONS
Policy changes relating to climate change/emissions management	New and/or stricter carbon pricing mechanisms implemented by policy makers to accelerate the transition to a lower carbon economy	Completed quantitative analysis of carbon pricing under different scenarios to assess financial impacts of potential carbon policy developments in our three regions.
	Mandatory and/or more onerous reporting requirements related to climate change and emissions management mandated by policy makers	Completed readiness assessment in preparation for climate-related EU Corporate Sustainability Reporting Directive (CSRD) reporting requirements. Action plan in place following gap analysis.
Change in environmental product labeling and/or building code requirements	Products requiring mandatory Environmental Product Declarations (EPDs) driven by policy makers	EPDs published in all three regions of operation covering over 90% of revenue. Completed building and products certification analysis to identify and mitigate associated risks.
Stringent environmental laws relating to resource usage	Constrained supply of water for manufacturing facilities driven by new and/or stricter legislation	Global cross-functional task force established to address both current and future water needs. See Raising the bar on water conservation for more information.
Increased severity and frequency of extreme weather events due to climate change	Global efforts to cut emissions are insufficient to limit global warming resulting in asset damage, production shutdown/delays and upstream/downstream supply chain interruption	Completed initial climate exposure assessment of our facilities globally, including scenario-based hazard exposure projections in 2030, 2050 and 2070.
OPPORTUNITY	STRATEGY	ACTIONS
Becoming a leading building materials manufacturer with sustainability attributes and products marketed for durability, design and resistance to extreme weather events	Increase marketing/advertising/customer education on products' sustainability attributes due to increasing demand for more climate resilient products	Completed sustainability insights study including customers, architects, specifiers and consumers to help support a future sustainability communications plan aligned to business strategy.
Entry into new markets and geographies	Emphasis on new opportunity driven by (1) increased demand from stronger sustainability focused customers, government policies and suppliers; and (2) geographies more prone/exposed to extreme weather events requiring more resilient building materials	Completed EPD for fiber cement products in North America with a focus on lifecycle carbon impacts. EPD included independent verification of recarbonation (CO ₂ absorption) during product use phase.
Sustainable and resilient products and operations	Existing characteristics of our products and operations provide the business with resilience in the face of climate change challenges	Established absolute science-based GHG emissions reduction goal aligned to 1.5°C transition to reduce operational carbon footprint. Published information on our Low Carbon Cement Technology Roadmap aimed at reducing the carbon footprint of our product while maintaining its durability against a changing climate.

TCFD disclosure update continued

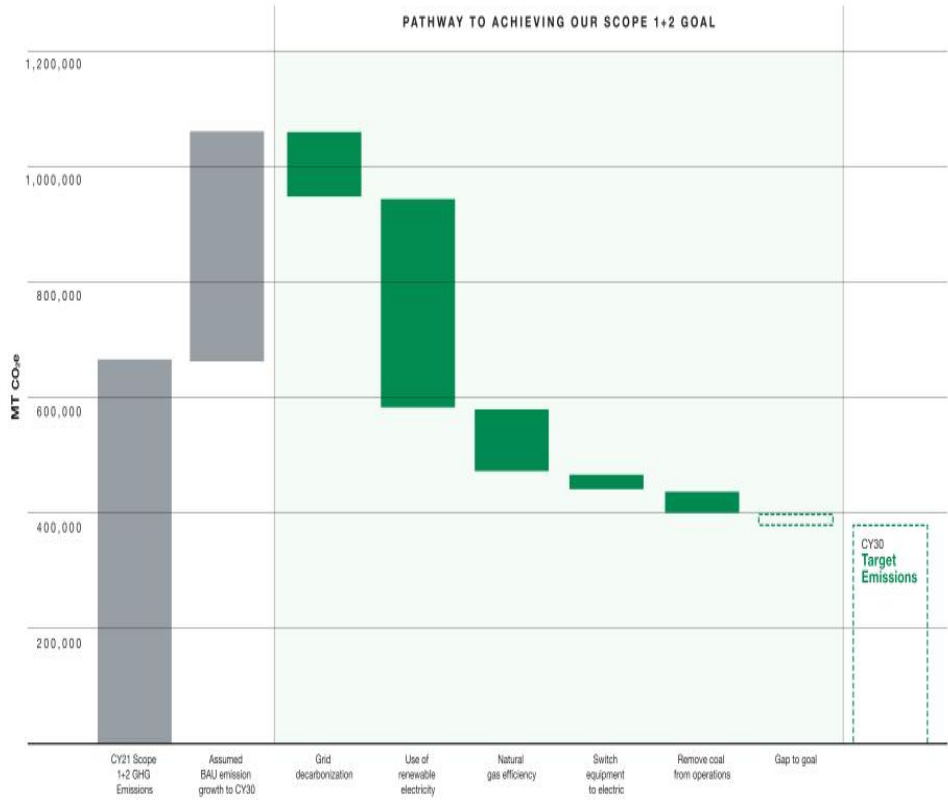
Pathway to achieving our goal

We take our commitment to GHG emission reductions seriously. Cross-functional task forces identified the use of renewable electricity and improvements in natural gas efficiency as our two most important levers in meeting our goal of 42% absolute reduction in Scope 1+2 GHG emissions by CY30.

We recognize that as we work towards net zero for our Scope 1+2 GHG emissions by 2050 there will continue to be challenges in removing the impact of Scope 1 emissions which is faced collectively by industries. We have set a pathway through 2030 and continue to explore options beyond 2030. We intend to update our pathway as we get closer to our 2030 goal.

This goal does not address Scope 3 emissions. We are working in parallel on reducing the impact of cement (our largest Scope 3 contributor) in our products with the development and execution of our [Low Carbon Cement Technology Roadmap](#).

Pathway developed and presented here is based on CY21 growth projections, results subject to change. For further information see Endnotes.



ESG data summary

GENERAL

SCALE OF THE ORGANIZATION	FY20	FY21	FY22	FY23	FY24
Total average number of employees	4,869	4,861	5,196	5,473	5,679
Total number of operations	19	18	19	19	19
Net sales (Million USD)	2,607	2,909	3,615	3,777	3,936
Volume of products sold (mmsf)	3,843	4,131	4,698	4,465	4,342
INFORMATION ON EMPLOYEES & OTHER WORKERS	FY20	FY21	FY22	FY23	FY24
Total average number of permanent employees	4,869	4,861	5,196	5,473	5,679
Female	677	668	766	781	927
Male	4,192	4,193	4,430	4,692	4,752
Fiber cement United States & Canada	2,563	2,662	3,014	3,226	3,337
Europe building products	972	937	935	981	1,043
Fiber cement Australia	597	580	583	594	597
Fiber cement New Zealand	180	116	53	45	43
Fiber cement Philippines	340	348	362	360	352
Research & development, including technology	156	155	186	181	167
General corporate	61	63	63	84	140

COLLECTIVE BARGAINING AGREEMENTS	FY20	FY21	FY22	FY23	FY24
Percentage of total employees covered by collective bargaining agreements	16%	14%	17%	16%	15%
ANTI-CORRUPTION	FY20	FY21	FY22	FY23	FY24
Percentage of employees to whom anti-corruption policies & procedures have been communicated	100%	100%	96%	27%*	96%
Total number of confirmed incidents of corruption	n/a	2	2	2	1
in which employees were dismissed or disciplined for corruption	n/a	2	2	2	1
Public legal cases regarding corruption brought against the organization or its employees during the reporting period & the outcomes of such cases	0	0	0	0	0
PRICING INTEGRITY & TRANSPARENCY	FY20	FY21	FY22	FY23	FY24
Total amount of monetary losses as a result of legal proceedings associated with cartel activities, price fixing & anti-trust activities	\$0	\$0	\$0	\$0	\$0

* Due to organizational changes, Code of Conduct training was not undertaken in FY23. A new global compliance training calendar has been introduced that requires annual Code of Conduct training for employees.

ESG data summary continued

COMMUNITIES

PROCUREMENT PRACTICES	FY20	FY21	FY22	FY23	FY24
Percentage of procurement from suppliers local to that operation (by weight) [*]	83%	83%	80%	81%	81%
[*] Suppliers local to that operation refers to suppliers located within 150 miles of our manufacturing facilities.					
EMPLOYMENT	FY20	FY21	FY22	FY23	FY24
Total number of new employee hires in the reporting year	n/a	645	1,642	1,107	1,284
APAC	n/a	63	230	132	144
EMEA	n/a	101	169	179	128
NA	n/a	481	1,243	796	1,012
Total employee turnover in the reporting year	14.3%	8.6%	14.0%	16.3%	14.9%
New employees hired locally [*]	n/a	630	1,224	1,013	1,275

^{*} New employees hired locally refers to new employees hired without a relocation package.

DIVERSITY & EQUAL OPPORTUNITY	FY20	FY21	FY22	FY23	FY24
Governance body members					
Female	33%	36%	43%	50%	50%
Male	67%	64%	57%	50%	50%
Members with diversity characteristics	38%	55%	43%	63%	63%
Total number of permanent employees					
Female	14%	14%	15%	14%	16%
Male	86%	86%	85%	86%	84%
Employees with diversity characteristics (U.S. only) [*]	38%	40%	43%	43%	n/a
Underrepresented minority employees (U.S. only) [*]	n/a	n/a	n/a	n/a	35%
Employees in management roles					
Female	15%	16%	19%	19%	23%
Male	85%	84%	81%	81%	77%
Employees with diversity characteristics (U.S. only) [*]	28%	33%	35%	34%	n/a
Underrepresented minority employees (U.S. only) [*]	n/a	n/a	n/a	n/a	23%

^{*} Beginning in FY24, we will disclose data for underrepresented minority employees (U.S. only), rather than employees with diversity characteristics (U.S. only), to better align with our Inclusion & Diversity goals and financial reporting.

ESG data summary continued

ZERO HARM

HEALTH & SAFETY MANAGEMENT SYSTEM	FY20	FY21	FY22	FY23	FY24
Percentage of all employees covered by a health & safety management system	100%	100%	100%	100%	100%
Percentage of all employees covered by a system that has been internally audited	100%	100%	100%	100%	100%
WORK-RELATED INJURIES	FY20	FY21	FY22	FY23	FY24
Near miss frequency rate					
Employees	10.6	14.2	13.0	20.7	15.4
Number of recordable work-related injuries					
Employees	54	39	66	68	70
Rate	1.05	0.83	1.22	1.16	1.22
Number of high-consequence work-related injuries					
Employees	6	3	2	1	1
Rate	0.12	0.06	0.04	0.02	0.02
Contractors	0	0	0	0	0
Number of fatalities as a result of work-related injuries					
Employees	0	0	0	0	0
Contractors	0	0	0	0	0
Days away from work, restricted work activity or job transfer					
Employees	27	24	39	38	36
Rate	0.53	0.51	0.72	0.65	0.63
Number of hours worked					
Employees	10,304,572	9,422,474	10,805,941	11,697,877	11,492,515

WORK-RELATED ILL HEALTH	FY20	FY21	FY22	FY23	FY24
Number of fatalities as a result of work-related ill health					
Employees	0	0	0	0	0
Contractors	0	0	0	0	0
Number of reported cases of silicosis	0	0	0	0	0
Note: Contractor data is not tracked, however, we can confirm no high-consequence work-related injuries or fatalities to contractors occurred at our facilities in the reporting periods.					
CUSTOMER HEALTH & SAFETY	FY20	FY21	FY22	FY23	FY24
Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products by:					
incidents of non-compliance with regulations resulting in a fine or penalty	0	0	0	0	0
incidents of non-compliance with regulations resulting in a warning	0	0	0	0	0
incidents of non-compliance with voluntary codes	0	0	0	0	0

ESG data summary continued

ENVIRONMENT

MATERIALS	FY21	FY22	FY23	FY24
Percentage of recycled input materials (by weight) used to manufacture primary products				
Fiber cement	15%	15%	15%	15%
Fiber gypsum	35 - 50%	35-50%	35-50%	35%-50%

Note: Our fiber gypsum products contain a minimum of 35% recycled inputs with some plants using up to 50% recycled inputs, by weight.

PRODUCT INNOVATION	FY21	FY22	FY23	FY24
Percentage of revenue covered by Environmental Product Declarations				
Global	26%	26%	94%	92%
Europe	83%	86%	87%	87%
Asia Pacific	92%	90%	87%	90%
North America	n/a	n/a	97%	93%

ENVIRONMENTAL COMPLIANCE	FY21	FY22	FY23	FY24
Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations				
Total monetary value	\$0	\$0	\$0	\$0
Total number of non-monetary sanctions	0	0	0	0
Cases brought through dispute resolution mechanisms	0	0	0	0

ENERGY (CALENDAR YEAR)	CY19	CY20	CY21	CY22	CY23
Total energy consumption (MWh)					
Total fuel consumption (MWh)	1,666,536	1,578,304	1,872,671	1,908,519	1,702,170
Natural gas	1,406,791	1,340,721	1,584,016	1,702,193	1,552,591
Bituminous coal	159,504	163,819	169,408	95,511	45,390
Diesel	73,619	55,002	74,688	68,910	65,033
LPG	26,040	18,243	44,238	41,361	38,734
Motor gasoline	429	385	319	543	423
Fuel gas	153	134	1	1	n/a
Total electricity consumption (MWh)	655,685	623,296	734,839	785,150	718,438
Self-generated electricity	0	0	0	0	0
Electricity purchased from the grid	100%	100%	100%	100%	100%
Energy consumption from renewable sources (MWh)	6,661	6,654	8,790	7,795	6,420
Energy intensity (MWh/\$MM revenue)	891	759	721	713	615

Note: \$ revenue in intensity calculations is net revenue (million USD).

ESG data summary continued

EMISSIONS (CALENDAR YEAR)	CY19	CY20	CY21	CY22	CY23
Total GHG emissions (MT CO2e)	2,032,408	1,911,652	2,391,586	2,588,712	2,906,710
Scope 1 GHG emissions	330,836	313,736	370,185	365,779	331,274
Percentage covered under emissions-limiting regulations	100%	100%	100%	100%	100%
Scope 2 location-based GHG emissions	273,004	245,239	292,542	280,630	265,426
Scope 2 market-based GHG emissions	n/a	n/a	n/a	n/a	n/a
Scope 3 GHG emissions	1,428,568	1,352,677	1,728,859	1,942,303	2,310,009
Category 1: Purchased goods & services*	1,125,078	1,047,256	1,282,944	1,348,134	1,494,089
Category 2: Capital goods	n/a	n/a	n/a	n/a	98,193
Category 3: Fuel- & energy-related activities	113,392	107,615	126,509	133,797	175,229
Category 4: Upstream transportation & distribution**	13,168	13,009	22,911	34,043	431,141
Category 5: Waste generated in operations	n/a	n/a	n/a	n/a	3,770
Category 6: Business travel	1,744	588	1,182	2,376	3,452
Category 7: Employee commuting	3,915	374	4,381	6,066	11,395
Category 9: Downstream transportation & distribution**	171,271	183,835	290,932	417,887	15,584
Category 12: End-of-life treatment of sold products	n/a	n/a	n/a	n/a	77,155
Total Scope 1+2 GHG emissions intensity (MT CO2e/\$MM revenue)	231.6	192.2	183.3	171.1	151.6
Total Scope 1+2 GHG emissions absolute reduction from a CY21 base year***	n/a	n/a	n/a	2%	10%

*Note: Prior to CY23, this category only included James Hardie's most significant raw materials by weight. ** Beginning in CY23, we have reallocated our transportation and distribution between Category 4 and Category 9 to more accurately reflect transportation arrangements. ***This reduction reflects a combination of lower volumes, grid decarbonization, and internal projects, including our transition away from coal.

WASTE (CALENDAR YEAR)	CY19	CY20	CY21*	CY22	CY23
Total weight of waste generated (MT)	303,550	316,950	358,164	370,170	311,042
Hazardous	540	10,635	584	1,087	2,390
Diverted	532	491	551	586	932
Disposed	7	10,154	33	501	1,458
Non-hazardous	303,010	306,315	357,580	369,083	308,652
Diverted	0	39,701	106,152	117,175	77,709
Disposed (landfill)	303,010	266,615	251,428	251,908	230,943
Total landfill intensity (MT/\$MM revenue)	116	92	70	67	59
Percent reduction in total landfill intensity from CY19 base year	n/a	21%	40%	43%	50%

*CY21 data was previously restated to reflect the re-categorization of waste streams and to correct a calculation error. The updated data more accurately reflects James Hardie's CY21 performance.

Note: Hazard classification (i.e., hazardous and non-hazardous) is determined by jurisdiction. For example, North America and Europe have different definitions of hazardous waste. Totals may not sum due to rounding.

WATER & EFFLUENTS (CALENDAR YEAR)	CY19	CY20	CY21	CY22	CY23
Water withdrawal by source (ML)					
Third-party water	n/a	6,111	7,202	9,379	6,938
Percentage fresh water	n/a	100%	100%	100%	100%
In water stressed areas	n/a	1,030	1,277	1,336	1,550
Water discharge by destination (ML)					
Third-party water	n/a	4,513	4,964	5,661	4,622
In water stressed areas	n/a	501	459	570	919
Total water consumption (ML)	n/a	1,598	2,237	3,718	2,316
In water stressed areas	n/a	529	818	766	631

Note: Water stressed areas are identified as being in a location of High or Extremely High baseline water stress using the [World Resource Institute's \(WRI\) Aqueduct Tool](#).

GRI content index

Statement of use James Hardie has reported the information cited in this GRI content index for the period 1 April 2023 through 31 March 2024 with reference to the GRI Standards.

GRI 1 used / GRI 1: Foundation 2021

DISCLOSURE ITEM	RESPONSE
General disclosures	
2-1 Organizational details	About James Hardie
2-2 Entities included in the organization's sustainability reporting	About this report
2-3 Reporting period, frequency and contact point	About this report
2-4 Restatements of information	ESG data summary
2-5 External assurance	This report has not been externally assured. However, certain environmental data within this report and reported to CDP undergoes limited third party assurance.
2-6 Activities, value chain and other business relationships	About James Hardie Assessing impacts along our value chain
2-7 Employees	ESG data summary
2-8 Workers who are not employees	Contractor data is omitted from reporting and as we continue to develop our ESG disclosure we will consider for future inclusion.
2-9 Governance structure and composition	Board Committees
2-10 Nomination and selection of the highest governance body	Nominating and Governance Committee Charter
2-11 Chair of the highest governance body	Board of Directors
2-12 Role of the highest governance body in overseeing the management of impacts	Our ESG governance
2-13 Delegation of responsibility for managing impacts	Our ESG governance
2-14 Role of the highest governance body in sustainability reporting	Our ESG governance

DISCLOSURE ITEM	RESPONSE
General disclosures	
2-15 Conflicts of interest	Audit Committee Charter
2-16 Communication of critical concerns	Ethics Hotline Policy
2-17 Collective knowledge of the highest governance body	FY24 Annual Report on 20-F
2-18 Evaluation of the performance of the highest governance body	Nominating and Governance Committee Charter FY24 Annual Report on 20-F
2-19 Remuneration policies	Remuneration Committee Charter FY24 Annual Report on 20-F
2-20 Process to determine remuneration	Remuneration Committee Charter FY24 Annual Report on 20-F
2-21 Annual total compensation ratio	We do not publicly disclose the median annual total compensation for our employees. The key remuneration plans and programs and share ownership information for our Board of Directors and certain of our senior executive officers, including our CEO, is publicly available in our annual Remuneration Report. FY24 Annual Report on 20-F
2-22 Statement on sustainable development strategy	Focusing on our ESG pillars
2-23 Policy commitments	Policies
2-24 Embedding policy commitments	Governance Overview
2-25 Processes to remediate negative impacts	Policies

GRI content index continued

DISCLOSURE ITEM	RESPONSE
General disclosures	
2-26 Mechanisms for seeking advice and raising concerns	Ethics Hotline Policy
2-27 Compliance with laws and regulations	ESG data summary
	FY24 Annual Report on 20-F
2-28 Membership associations	<p>Technical Associations ASTM International C17 Chair American National Standards Institute (ANSI) A108.01 Committee Member Tile Council of North America (TCNA) Committee Member</p> <p>Marketing Associations National Association of Home Builders (NAHB) NGBS Green Certified National Association of the Remodeling Industry (NARI) Southern Living Exclusive siding partner American Institute of Architects (AIA) Industry Sponsor National Town Builders Association (NTBA) Sponsor Zonda Future Place Founding Sponsor</p> <p>In addition to these associations, we are a part of our local Chambers of Commerce and Home Builders Associations.</p>
2-29 Approach to stakeholder engagement	Engaging with our stakeholders
2-30 Collective bargaining agreements	ESG data summary

DISCLOSURE ITEM	RESPONSE
Material topics	
3-1 Process to determine material topics	Determining our material topics
3-2 List of material topics	Determining our material topics
Economic performance	
3-3 Management of material topics	Focusing on our ESG pillars
201-1 Direct economic value generated and distributed	Our Supply Chain
Procurement practices	
3-3 Management of material topics	Focusing on our ESG pillars
204-1 Proportion of spending on local suppliers	ESG data summary
Anti-corruption	
3-3 Management of material topics	Focusing on our ESG pillars
	Policies
205-2 Communication and training about anti-corruption policies and procedures	ESG data summary
205-3 Confirmed incidents of corruption and actions taken	ESG data summary
Anti-competitive behavior	
3-3 Management of material topics	Focusing on our ESG pillars
	Policies
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG data summary
	FY24 Annual Report on 20-F

GRI content index continued

DISCLOSURE ITEM	RESPONSE
Materials	
3-3 Management of material topics	Focusing on our ESG pillars JHBP Environmental Policy
301-2 Recycled input materials used	ESG data summary
Energy	
3-3 Management of material topics	Focusing on our ESG pillars JHBP Environmental Policy
302-1 Energy consumption within the organization	ESG data summary
302-3 Energy intensity	ESG data summary
Water and effluents	
3-3 Management of material topics	Focusing on our ESG pillars JHBP Environmental Policy
303-1 Interactions with water as a shared resource	Raising the bar on water conservation
303-2 Management of water discharge-related impacts	Raising the bar on water conservation
303-3 Water withdrawal	ESG data summary
303-4 Water discharge	ESG data summary
303-5 Water consumption	ESG data summary

DISCLOSURE ITEM	RESPONSE
Emissions	
3-3 Management of material topics	Focusing on our ESG pillars JHBP Environmental Policy
305-1 Direct (Scope 1) GHG emissions	ESG data summary
305-2 Energy indirect (Scope 2) GHG emissions	ESG data summary
305-3 Other indirect (Scope 3) GHG emissions	ESG data summary
305-4 GHG emissions intensity	ESG data summary
Waste	
3-3 Management of material topics	Focusing on our ESG pillars JHBP Environmental Policy
306-1 Waste generation and significant waste-related impacts	Recycling for planet and business
306-2 Management of significant waste-related impacts	Recycling for planet and business
306-3 Waste generated	ESG data summary
306-4 Waste diverted from disposal	ESG data summary
306-5 Waste directed to disposal	ESG data summary
Employment	
3-3 Management of material topics	Focusing on our ESG pillars
401-1 New employee hires and employee turnover	ESG data summary

GRI content index continued

DISCLOSURE ITEM	RESPONSE
Occupational health and safety	
3-3 Management of material topics	Focusing on our ESG pillars
403-1 Occupational health and safety management system	Focusing on our ESG pillars Prioritizing Zero Harm
403-2 Hazard identification, risk assessment, and incident investigation	Focusing on our ESG pillars Prioritizing Zero Harm
403-3 Occupational health services	Focusing on our ESG pillars Prioritizing Zero Harm
403-4 Worker participation, consultation, and communication on occupational health and safety	Focusing on our ESG pillars Prioritizing Zero Harm
403-5 Worker training on occupational health and safety	Focusing on our ESG pillars Prioritizing Zero Harm
403-6 Promotion of worker health	Focusing on our ESG pillars Prioritizing Zero Harm
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	In FY24, we continued to expand our contractor safety program through our International Supplier Network, setting minimum requirements and expectations for adhering to our protocols and procedures.
403-8 Workers covered by an occupational health and safety management system	ESG data summary
403-9 Work-related injuries	ESG data summary
403-10 Work-related ill health	ESG data summary

DISCLOSURE ITEM	RESPONSE
Diversity and equal opportunity	
3-3 Management of material topics	Focusing on our ESG pillars Workplace inclusion and diversity policy
405-1 Diversity of governance bodies and employees	ESG data summary
Customer health and safety	
3-3 Management of material topics	Safety is a non-negotiable value for our company, and we work diligently to ensure the protection of people who use or interact with our products. Focusing on our ESG pillars
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	ESG data summary

SASB index

TOPIC	ACCOUNTING METRIC	CODE	LOCATION	COMMENT
Greenhouse gas emissions	Gross global Scope 1 emissions, percentage covered under emissions-limiting regulations	EM-CM-110a.1	ESG data summary	
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-CM-110a.2	TCFD disclosure update: Reducing our carbon footprint	We have set targets to reduce our absolute Scope 1+2 emissions by 42% by 2030 from a 2021 baseline and work towards net zero by 2050.
Air quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) particulate matter (PM10), (4) dioxins/furans, (5) volatile organic compounds (VOCs), (6) polycyclic aromatic hydrocarbons (PAHs), and (7) heavy metals	EM-CM-120a.1	Omitted	Data is omitted from reporting, and as we continue to develop our ESG disclosure, we will consider for future inclusion.
Energy management	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage alternative, (4) percentage renewable	EM-CM-130a.1	ESG data summary	
Water management	(1) Total fresh water withdrawn, (2) percentage recycled, (3) percentage in regions with High or Extremely High Baseline Water Stress	EM-CM-140a.1	ESG data summary	In CY23, 22% of water was withdrawn in regions with Baseline Water Stress rated High or greater. Water is recycled 4-6 times in production before discharge. Any reporting of recycled or reused water is defined by reuse beyond this standard practice.
Waste management	Amount of waste generated, percentage hazardous, percentage recycled	EM-CM-150a.1	ESG data summary	In CY23, less than 1% of waste was hazardous, and 25% of waste was recycled. Note that this 25% reflects diversion from landfill of waste leaving site. Our manufacturing processes include internal recycling of waste of up to 100% for some product categories.
Biodiversity impacts	Description of environmental management policies and practices for active sites	EM-CM-160a.1	n/a	James Hardie conducts all necessary environmental impact assessments when developing and operating sites. We do not have operations that are particularly disturbing to the surrounding landscapes.
	Terrestrial acreage disturbed, percentage of impacted area restored	EM-CM-160a.2	n/a	Zero terrestrial acreage has been disturbed or requires restoration.
Workforce health & safety	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) fulltime employees and (b) contract employees	EM-CM-320a.1	ESG data summary	Some contractor data is omitted from reporting, and as we continue to develop our ESG disclosure, we will consider for future inclusion.
	Number of reported cases of silicosis	EM-CM-320a.2	ESG data summary	Zero reported cases.

SASB index continued

TOPIC	ACCOUNTING METRIC	CODE	LOCATION	COMMENT
Product innovation	Percentage of products that qualify for credits in sustainable building design and construction certifications	EM-CM-410a.1	ESG data summary	Defined as percentage of revenue covered by Environmental Product Declarations
	Total addressable market and share of market for products that reduce energy, water, and/or material impacts during usage and/or production	EM-CM-410a.2	Omitted	We believe our core products are inherently environmentally efficient. Due to the evolving taxonomy surrounding sustainable products, we cannot determine a precise addressable market nor our market share.
Pricing integrity & transparency	Total amount of monetary losses as a result of legal proceedings associated with cartel activities, price fixing, and anti-trust activities	EM-CM-520a.1	ESG data summary	No instances.
Activity metric	Production by major product line	EM-CM-000.A	Omitted	Fiber cement and fiber gypsum products are our two main product lines. We consider the weight of our production to be proprietary, however, our annual nameplate capacity is 5,348 mmsf and 1,143 mmsf for fiber cement and fiber gypsum, respectively.

SUSTAINABLE DEVELOPMENT GOALS

Aligning with the United Nations Sustainable Development Goals

The [Sustainable Development Goals \(SDGs\)](#) represent the United Nations' (UN) blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace and justice. The 17 interconnected SDGs were adopted by all UN Member States in 2015 as part of the [2030 Agenda for Sustainable Development](#). Each goal has specific targets to be achieved by 2030.

Our strategic and operational focus aligns with several SDGs.



Endnotes

DEFINITIONS

Sustainability: The integration of environmental impact, social equity and economic vitality. The practice of sustainability recognizes how these issues are interconnected and requires a systems approach and an acknowledgement of complexity.

Decarbonization: The reduction of carbon dioxide emissions from a process.

CO₂ impact: The effect of carbon dioxide (CO₂), a key greenhouse gas (GHG), associated with a product or activity on the environment.

Greenhouse gases (GHG): Any of various gaseous compounds (such as carbon dioxide or methane) that absorb infrared radiation, trap heat in the atmosphere and contribute to the greenhouse effect. For the purposes of this report, GHG reduction focuses on reducing carbon dioxide.

Scope 1+2 GHG emissions: Scope 1 emissions are direct GHG emissions that occur from sources that are controlled or owned by an organization (e.g., emissions associated with fuel combustion in boilers, furnaces, vehicles). Scope 2 emissions are indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling. Although Scope 2 emissions physically occur at the facility where they are generated, they are accounted for in an organization's GHG inventory because they are a result of the organization's energy use.

Scope 3 GHG emissions: Scope 3 emissions are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly affects in its value chain. For purposes of this report, our goals do not include Scope 3 emissions.

Net zero emissions: Net zero refers to the balance between the amount of GHGs produced and the amount removed from the atmosphere. For the purposes of this report, working towards net zero refers to James Hardie's efforts to reduce its Scope 1+2 emissions.

In-scope Tier 1 Supplier: Tier 1 suppliers directly contract with and serve James Hardie, while Tier 2 suppliers serve Tier 1, and Tier 3 suppliers serve Tier 2. For the purpose of this report, in-scope Tier 1 suppliers do not include suppliers under \$10,000 in annual global spend, customers rebates, government entities, utilities, colleges/universities, banks and membership organizations.

Zero Harm: The name of our safety program: James Hardie places workplace safety at the forefront of its operations through a multifaceted approach. It involves continuous training and education for employees, contractors and partners to ensure they have the necessary skills and knowledge to prioritize safety in their roles. Zero Harm reflects our conviction that every incident is preventable through changing behaviors. We address Zero Harm through a focus on safe people, safe spaces and safe systems.

HMOS: James Hardie's culture of continuous improvement and LEAN manufacturing is deployed through our Hardie™ Manufacturing Operating System (HMOS). HMOS integrates our global network of plants and our people, driving continuous improvement in our manufacturing and environmental performance through employee engagement and empowerment, cross-functional collaboration, knowledge sharing of best practices, elimination of variability and promotion of accountability across the entire organization.

HOS: Our Hardie™ Operating System (HOS) drives alignment of initiatives to strategic objectives and enables efficient resource allocation for all our strategic initiatives, including those related to ESG. Cross-functional steering committees help lead and coordinate efforts across our global operations and ensure that we are on track to achieve our goals.

Engineered for Climate® is a registered trademark of James Hardie Technology Ltd. that refers to Hardie® products' durability by design in a variety of climate conditions. The Engineered for Climate® trademark does not refer to the products' environmental impacts or attributes.

Our Values:

- + **Honor Our Commitments:** Make our word as dependable as our products.
- + **Collaborate for Greatness:** Let's come together to build each other up.
- + **Do the Right Thing:** Doing the right thing leads to the right answers.
- + **Be Bold and Progressive:** Being bold creates better solutions.
- + **Embrace Our Diversity:** Always embrace who you are.

DISCLAIMERS

The company is continuing to grow. Accordingly, discussions of the Company's goals and efforts at reductions of greenhouse gas (GHG) emissions, water usage and waste creation are in relation to the Company's current production capabilities. The growth and corresponding additions and expansions to the Company's production capabilities can result in overall aggregate increases. The Company's efforts are aimed at targeting current impacts as well as reducing/limiting increased impacts occurring as a result of growth and expansion.

The terms "material" or "materiality," as used in context of this report, are different from such terms as used in the context of filings with the U.S. Securities and Exchange Commission (U.S. SEC). Issues deemed material for the purposes of this report should not necessarily be considered material for U.S. SEC reporting purposes.

Non-financial information is subject to measurement uncertainties resulting from limitations inherent in the nature of, and the methods used for determining, such data. Some of our disclosures in this report are based on assumptions due to the inherent measurement uncertainties. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

This report contains certain forward-looking statements based on our current assumptions and expectations, which are subject to various substantial risks and uncertainties. The words "anticipate," "plan," "goal," "estimate," "expect," "intend," "will," "should," "forecast," "hope," "project" and similar expressions, as they relate to the company, are intended to identify forward-looking statements. Such forward-looking statements include, among other things, projections related to emission reductions and targets, changes in technology, statements about future business plans, initiatives and objectives and standards and expectations of third parties. All such forward-looking statements are intended to enjoy the protection of the safe harbor for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995, as amended. Significant factors that could cause our actual results to differ from our forward-looking statements are set forth in our description of risk factors included in our filings with the U.S. Securities and Exchange Commission (U.S. SEC), including our annual report on Form 20-F, as well as our subsequent reports on Form 6-K, which should be read in conjunction with the forward-looking statements in this report. These reports are available on our website at <https://ir.jameshardie.com.au/financial-information/sec-filings> and on the U.S. SEC's website at www.sec.gov. Forward-looking statements speak only as of the date they are made, and we do not undertake any obligation to update any forward-looking statement. Projections and forecasts shown in this document are subject to change at any time. Historical information was calculated using data available at the time of the calculation and may be subject to revision.



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

James Hardie Releases Annual Sustainability Report and Builds a Culture of Sustainability **Company announces progress in business integration, product resiliency and community impact**

SYDNEY & CHICAGO, August 19, 2024 - James Hardie Industries plc (ASX: JHX; NYSE: JHX), (“James Hardie” or the “Company”), a leader in providing high-performance, low-maintenance building products and solutions, and a company inspiring how communities design, build and grow, today released its latest annual sustainability report detailing progress across the four primary pillars of the company’s environmental, social and governance (ESG) strategy: Zero eastHarm, Planet, Innovation and Communities.

“Sustainability is foundational at James Hardie. It is central to how we do business,” said Jill Kolling, Chief Sustainability Officer with James Hardie. “We have ambitious goals, and our progress has been possible through collaboration and innovation across the value chain, as together we aim to put sustainability into action - doing right by our planet, our people and the communities we serve.”

The report, entitled “[Building a Culture of Sustainability](#),” features employee-driven initiatives, key industry collaborations and innovations to advance the company’s purpose of Building a Better Future for All™. The report includes the following highlights from fiscal year 2024:

Integration into Business Processes

- Sustainability strategies were integrated into the Hardie™ Manufacturing Operating System (HMOS) with an intent to prioritize the sustainability impact of plant operations while delivering against future targets.
- Internal, near-term regional targets were established to drive local accountability and progress toward James Hardie’s global environmental goals.

Zero Harm

- Significant global investment was made in safety infrastructure projects, including upgrading equipment used when working from heights, installing more than 1,200 machine guards to provide additional protection for employees and promoting risk awareness.

Product Innovation

- In Europe, Hardie® Panel high-performance facade cladding achieved the lowest CO₂ emissions of A2 fire-rated facades.
- In the United States, Green Builder Media recognized James Hardie as a green innovation and brand leader, naming Hardie® Artisan Lap Siding as a 2024 Sustainable Product of the Year for its lower carbon footprint than traditional heavyweight building products, durability and resilience to harsh weather and natural disasters.

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), Persio Lisboa (USA), Renee Peterson (USA), John Pfeifer (USA), Rada Rodriguez (Sweden), Suzanne B. Rowland (USA), Nigel Stein (UK), Harold Wiens (USA).

Chief Executive Officer and Director: Aaron Erter (USA)

Company number: 485719

ARBN: 097 829 895

Diversity in Management

- The number of women in management increased from 19 percent in fiscal year 2023 to 23 percent in fiscal year 2024, toward the fiscal year 2026 goal of 25 percent.

Human Rights

- Completed risk mapping of global in-scope tier one suppliers through a modern slavery lens and internationally recognized responsible business frameworks, an important next step to expand the responsible sourcing program.

Stronger Communities

- Contributed \$1.66 billion in economic value in the communities in which it operates through capital expenditures at plants and by investing in employees, local ecosystems and across the supplier base.
- Launched a corporate sponsorship of the [Habitat Strong](#) initiative to build affordable and climate-resilient homes that can withstand severe weather conditions and natural disasters.

“Every product in and around the home has an impact, and our company strives to lead the building products industry to ensure all homes are future ready,” said Aaron Erter, Chief Executive Officer with James Hardie. “Sustainability is a never-ending journey for James Hardie, and we will continue to actively integrate our goals into business operations, our governance structure and company culture.”

Building a Culture of Sustainability

James Hardie’s sustainability goals align directly with issues that matter most to its stakeholders and overall corporate objectives. The company’s sustainability strategy is driven through collaboration, including research and development, engineering, manufacturing, finance and human resources.

“Ensuring that our sustainability efforts are part of HMOS reinforces to our workforce that this is how we intend to operate our plants and deliver against our targets moving forward,” said, Ryan Kilcullen, Executive Vice President Global Operations with James Hardie. “HMOS encompasses our culture of continuous improvement and LEAN manufacturing and empowers our people to champion improvements to environmental performance.”

Beautiful Products, Exceptional Durability and Resilience

James Hardie is firm in its commitment to develop beautiful products with exceptional durability and resilience to extreme weather as the frequency of climate-driven events increases. In fiscal year 2024, James Hardie fiber cement products were selected by [three leading home builders](#) from across the U.S. to highlight carbon neutral construction and show that the average family can afford a sustainable home. The projects, which were featured at the NAHB International Builders’ Show® in February 2024, demonstrate that each element of a sustainable home can have an impactful role in aspiring toward a low carbon future.

Hardie® durable products are non-combustible, pest resistant, and U.S. flood-zone rated. They require less maintenance and last longer, which in turn use less resources in the long run, build value for homeowners and meet demand for high-quality products.

For more information about James Hardie, visit [JamesHardie.com](#).

###

About James Hardie

James Hardie is a world leader in fiber cement home siding and exterior design solutions. Hardie® products offer long-lasting beauty and endless design possibilities with trusted protection and low maintenance. As the world's #1 producer and marketer of high-performance fiber cement and fiber gypsum building solutions, James Hardie offers siding and accessories for every style. Hardie® products are non-combustible and stand up to weather and time while empowering homeowners and building professionals to achieve the home of their dreams. The company pioneered the technology of fiber cement building products made from sustainable raw materials and continues to invest in innovation to transform the industry. James Hardie operates with an inclusive company culture and an unwavering commitment to Zero Harm. The company proudly employs a diverse global workforce of over 5,000 employees across operations in North America, Europe, and Asia Pacific.

For more information and media resources, visit [JamesHardie.com](https://www.jameshardie.com) and [JamesHardie.com/about-us/media-resources/about-us/media-resources](https://www.jameshardie.com/about-us/media-resources/about-us/media-resources).

For investor information, please visit [ir.JamesHardie.com.au](https://ir.jameshardie.com.au).

Connect with James Hardie on social media:

[LinkedIn](#)
[Instagram](#)
[Facebook](#)
[X \(Formerly Twitter\)](#)

Forward-Looking Statements

This Media Release contains forward-looking statements and information that are necessarily subject to risks, uncertainties and assumptions. Many factors could cause the actual results, performance or achievements of James Hardie to be materially different from those expressed or implied in this release, including, among others, the risks and uncertainties set forth in Section 3 "Risk Factors" in James Hardie's Annual Report on Form 20-F for the fiscal year ended 31 March 2024; changes in general economic, political, governmental and business conditions globally and in the countries in which James Hardie does business; changes in interest rates; changes in inflation rates; changes in exchange rates; the level of construction generally; changes in cement demand and prices; changes in raw material and energy prices; changes in business strategy and various other factors. Should one or more of these risks or uncertainties materialize, or should underlying assumptions prove incorrect, actual results may vary materially from those described herein. James Hardie assumes no obligation to update or correct the information contained in this Media Release except as required by law.

This media release has been authorized by the James Hardie Board of Directors.

Investor and Media Contact

Joe Ahlersmeyer, CFA Vice President, Investor Relations

Telephone: +1 773-970-1213

Email: investors@jameshardie.com

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.



Announcement Summary

Name of entity

JAMES HARDIE INDUSTRIES PLC

Announcement type

Update announcement

Type of update

Daily buy-back notification

Date of this announcement

21/8/2024

Reason for update

Daily buy-back notification

ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1

The type of buy-back is:

On market buy-back

Total number of +securities bought back before previous day

6,875,441

Total number of +securities bought back on previous day

95,000

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) provide the following information about our buy-back.

1.2 Registration number type

Registration number

ARBN

097829895

1.3 ASX issuer code

JHX

1.4 The announcement is

Update/amendment to previous announcement

1.4a Type of update

Daily buy-back notification

1.4b Reason for update

Daily buy-back notification

1.4c Date of initial notification of buy-back

9/11/2023

1.4d Date of previous announcement to this update

20/8/2024

1.5 Date of this announcement

21/8/2024

1.6 ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1



Part 2 - Type of buy-back

2.1 The type of buy-back is:
On market buy-back



Part 3 - Buy-back details

Part 3A - Details of +securities, price and reason

3A.1 Total number of +securities on issue in the class of +securities to be bought back

433,801,115

3A.4 Does the entity intend to buy back a minimum number of +securities

No

3A.5 Does the entity intend to buy back a maximum number of securities

Yes

3A.5a Maximum number of securities proposed to be bought back

9,031,829

3A.6 Name of broker or brokers who will offer to buy back +securities on the entity's behalf

Broker name:

Barrenjoey Markets Pty Limited

3A.9 Are the +securities being bought back for a cash consideration?

Yes

3A.9a Is the price to be paid for +securities bought back known?

No

3A.9a.1 In what currency will the buy-back consideration be paid?

AUD - Australian Dollar

Part 3B - Buy-back restrictions and conditions

3B.1 Does the buy-back require security holder approval?

No



Part 3C - Key dates

On-market buy-back

3C.2 Proposed buy-back start date

13/11/2023

3C.3 Proposed buy-back end date

31/10/2024

Part 3D - Other Information

3D.1 Any other information the entity wishes to notify to ASX about the buy-back

JH intends to buy back up to an aggregate total of US\$300m of its shares/CUFS (approx. US\$225m already purchased and US\$150m cancelled with US\$75m to be cancelled by 24 June 2024). Based on a closing market price on ASX of A\$46.83 and an A\$/US\$ exchange rate of 0.6668 (at 21 June 2024) equating to a max of 2,401,826 ordinary shares/CUFS, a buy-back total of US\$75m. The final max number of shares/CUFS will depend on market price and exchange rate movements over the buy-back period.



Part 4 - Daily buy-back notification

A daily buy-back notification must be submitted for Employee share scheme, On-market, Equal access share scheme and Other buy-backs at least half an hour before the commencement of trading on the +business day after any day on which +securities are bought back (per listing rule 3.8A)

Please verify if the pre-populated values are accurate as they are only indicative based on previous online submissions. The pre-populated values may not be accurate if previous online submissions are still in-flight or in case of announcements made via a MS Word form.

Whilst you may over-ride a pre-populated value, once over-ridden it will not be possible to retrieve the previously pre-populated value.

4.1 Date of this notification

21/8/2024

4.2 Previous day on which +securities were bought back

20/8/2024

	Before previous day	On previous day
4.3 Total number of +securities bought back, or in relation to which acceptances have been received	6,875,441	95,000
4.4 Total consideration paid or payable for the +securities	AUD 353,266,709.63000	AUD 4,810,543.24000
4.5 Highest price paid	AUD 63.09000000	AUD 51.34000000
	Date highest price was paid:	
	8/3/2024	
4.6 Lowest price paid	AUD 45.74000000	AUD 50.35000000
	Date lowest price was paid:	
	14/11/2023	
4.7 Highest price allowed to be paid by entity on the previous day under listing rule 7.33:		
	AUD 52.32000000	
4.8 If the entity has disclosed an intention to buy back a maximum number of +securities, the remaining number of +securities to be bought back as at the end of the previous day		
	2,061,388	



Announcement Summary

Name of entity

JAMES HARDIE INDUSTRIES PLC

Announcement type

Update announcement

Type of update

Daily buy-back notification

Date of this announcement

22/8/2024

Reason for update

Daily buy-back notification

ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1

The type of buy-back is:

On market buy-back

Total number of +securities bought back before previous day

6,970,441

Total number of +securities bought back on previous day

95,000

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) provide the following information about our buy-back.

1.2 Registration number type

Registration number

ARBN

097829895

1.3 ASX issuer code

JHX

1.4 The announcement is

Update/amendment to previous announcement

1.4a Type of update

Daily buy-back notification

1.4b Reason for update

Daily buy-back notification

1.4c Date of initial notification of buy-back

9/11/2023

1.4d Date of previous announcement to this update

21/8/2024

1.5 Date of this announcement

22/8/2024

1.6 ASX Security code and description of the class of +securities the subject of the buy-back

JHX : CHESS DEPOSITARY INTERESTS 1:1



Part 2 - Type of buy-back

2.1 The type of buy-back is:
On market buy-back



Part 3 - Buy-back details

Part 3A - Details of +securities, price and reason

3A.1 Total number of +securities on issue in the class of +securities to be bought back

433,801,115

3A.4 Does the entity intend to buy back a minimum number of +securities

No

3A.5 Does the entity intend to buy back a maximum number of securities

Yes

3A.5a Maximum number of securities proposed to be bought back

9,031,829

3A.6 Name of broker or brokers who will offer to buy back +securities on the entity's behalf

Broker name:

Barrenjoey Markets Pty Limited

3A.9 Are the +securities being bought back for a cash consideration?

Yes

3A.9a Is the price to be paid for +securities bought back known?

No

3A.9a.1 In what currency will the buy-back consideration be paid?

AUD - Australian Dollar

Part 3B - Buy-back restrictions and conditions

3B.1 Does the buy-back require security holder approval?

No



Part 3C - Key dates

On-market buy-back

3C.2 Proposed buy-back start date

13/11/2023

3C.3 Proposed buy-back end date

31/10/2024

Part 3D - Other Information

3D.1 Any other information the entity wishes to notify to ASX about the buy-back

JH intends to buy back up to an aggregate total of US\$300m of its shares/CUFS (approx. US\$225m already purchased and US\$150m cancelled with US\$75m to be cancelled by 24 June 2024). Based on a closing market price on ASX of A\$46.83 and an A\$/US\$ exchange rate of 0.6668 (at 21 June 2024) equating to a max of 2,401,826 ordinary shares/CUFS, a buy-back total of US\$75m. The final max number of shares/CUFS will depend on market price and exchange rate movements over the buy-back period.



Part 4 - Daily buy-back notification

A daily buy-back notification must be submitted for Employee share scheme, On-market, Equal access share scheme and Other buy-backs at least half an hour before the commencement of trading on the +business day after any day on which +securities are bought back (per listing rule 3.8A)

Please verify if the pre-populated values are accurate as they are only indicative based on previous online submissions. The pre-populated values may not be accurate if previous online submissions are still in-flight or in case of announcements made via a MS Word form.

Whilst you may over-ride a pre-populated value, once over-ridden it will not be possible to retrieve the previously pre-populated value.

4.1 Date of this notification

22/8/2024

4.2 Previous day on which +securities were bought back

21/8/2024

	Before previous day	On previous day
4.3 Total number of +securities bought back, or in relation to which acceptances have been received	6,970,441	95,000
4.4 Total consideration paid or payable for the +securities	AUD 358,077,252.87000	AUD 4,817,557.14000
4.5 Highest price paid	AUD 63.09000000	AUD 51.17000000
	Date highest price was paid: 8/3/2024	
4.6 Lowest price paid	AUD 45.74000000	AUD 49.80000000
	Date lowest price was paid: 14/11/2023	
4.7 Highest price allowed to be paid by entity on the previous day under listing rule 7.33:		
	AUD 52.82000000	
4.8 If the entity has disclosed an intention to buy back a maximum number of +securities, the remaining number of +securities to be bought back as at the end of the previous day		
	1,966,388	



Announcement Summary

Entity name

JAMES HARDIE INDUSTRIES PLC

Announcement Type

New announcement

Date of this announcement

Thursday August 22, 2024

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	94,010	17/08/2024

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

22/8/2024



Part 2 - Type of Issue

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

94,010

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>

Refer to the 2006 Plan:

<https://ir.jameshardie.com.au/public/download.jsp?id=5390>

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
Aaron Erter	Same	11,063
Rachel Wilson	Same	4,087
Sean Gadd	Same	17,386
Ryan Kilcullen	Same	11,223
John Arneil	Same	1,581

Issue date

17/8/2024

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

Yes

Yes



Issue details

Number of +securities to be quoted

94,010

Are the +securities being issued for a cash consideration?

No

Please describe the consideration being provided for the +securities

n/a

Please provide an estimate (in AUD) of the value of the consideration being provided per +security for the +securities to be quoted

0.000000

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

n/a



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	431,523,507

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	2,690,141
JHXAL : OPTION EXPIRING 03-NOV-2027 EX \$33.05	269,221



Part 5 - Other Listing Rule requirements

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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

No

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A



Announcement Summary

Entity name

JAMES HARDIE INDUSTRIES PLC

Date of this announcement

Thursday August 22, 2024

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	594,975	17/08/2024

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

22/8/2024



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

17/8/2024

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
Aaron Erter	Same	227,486
Rachel Wilson	Same	41,021
Sean Gadd	Same	41,021
Ryan Kilcullen	Same	24,239
Farhaj Majeed	Same	18,646
Tim Beastro	Same	18,646
Joe Liu	Same	14,916
James Johnson II	Same	13,984
Christian Claus	Same	16,254
John Arneil	Same	7,348

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>



Appendix 3G - Notification of issue, conversion or payment up of unquoted equity securities

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

594,975 Restricted Stock Units (RSUs) granted, which comprise of the following: ·

Grant of 44,921 Restricted Stock Units (RSUs) granted under the James Hardie Industries Equity Incentive Plan 2001 (2001 Plan)

Grant of 166,867 Returned on Capital Employed (ROCE) RSUs, under the 2006 LTI Plan granted to executives annually. ROCE RSUs are contractual entitlements to be issued ordinary shares/CDIs upon satisfaction of certain conditions; and

Grant of 383,187 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

594,975



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	431,429,497

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	3,379,126
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?

No

5.2 Has the entity obtained, or is it obtaining, +security holder approval for the issue under listing rule 7.1?

No

5.2b Are any of the +securities being issued without +security holder approval using the entity's 15% placement capacity under listing rule 7.1?

No

5.2c Are any of the +securities being issued without +security holder approval using the entity's additional 10% placement capacity under listing rule 7.1A (if applicable)?

N/A

Appendix 3Y

Change of Director's Interest Notice

Information or documents not available now must be given to ASX as soon as available. Information and documents given to ASX become ASX's property and may be made public.

Introduced 30/09/01 Amended 01/01/11

Name of entity James Hardie Industries plc
ARBN 097 829 895

We (the entity) give ASX the following information under listing rule 3.19A.2 and as agent for the director for the purposes of section 205G of the Corporations Act.

Name of Director	Aaron ERTER
Date of last notice	25 August 2023

Part 1 - Change of director's relevant interests in securities

In the case of a trust, this includes interests in the trust made available by the responsible entity of the trust

Note: In the case of a company, interests which come within paragraph (i) of the definition of "notifiable interest of a director" should be disclosed in this part.

Direct or indirect interest	Direct
Nature of indirect interest (including registered holder) <small>Note: Provide details of the circumstances giving rise to the relevant interest.</small>	Not applicable.
Date of change	17 August 2024 (US Time)

+ See chapter 19 for defined terms.

<p>No. of securities held prior to change</p>	<p>Ordinary shares/CUFs: 20,522 (5,130 are in a holding lock until 17 August 2025).</p> <p>ROCE RSUs: 191,577, representing:</p> <ul style="list-style-type: none"> • 19,862 ROCE RSUs with a vesting date of 17/08/24; • 79,450 ROCE RSUs with a vesting date of 17/08/25; • 92,265 ROCE RSUs with a vesting date of 17/08/26. <p>TSR RSUs: 292,856, representing:</p> <ul style="list-style-type: none"> • 39,450 TSR RSUs with a vesting date of 17/08/24; • 115,688 TSR RSUs with a vesting date of 17/08/25; • 137,718 TSR RSUs with a vesting date of 17/08/26. <p>Options: 269,221 with a vesting date of 3/11/2025</p>
<p>Class</p>	<p>Unquoted restricted stock units and unquoted options.</p> <p>Ordinary shares/CUFs.</p>
<p>Number acquired</p>	<p>Ordinary shares/CUFs: 11,063</p> <p>ROCE RSUs:</p> <ul style="list-style-type: none"> • 89,621 ROCE RSUs with a vesting date of 17/08/27. <p>TSR RSUs:</p> <ul style="list-style-type: none"> • 137,865 TSR RSUs with a vesting date of 17/08/27.
<p>Number disposed</p>	<p>ROCE RSUs: 8,799</p> <p>TSR RSUs: 39,450</p>

+ See chapter 19 for defined terms.

Value/Consideration <small>Note: If consideration is non-cash, provide details and estimated valuation</small>	Ordinary shares/CUFs: Nil consideration, issued in accordance with the shareholder approval provided at the 2022 Annual General Meeting. ROCE RSUs and TSR RSUs: Nil consideration, issued in accordance with the shareholder approval provided at the 2024 Annual General Meeting.
No. of securities held after change	Ordinary shares/CUFs: 31,585 (5,130 are in a holding lock until 17 August 2025, 2,766 are in a holding lock until 17 August 2026). ROCE RSUs: 261,336 representing: <ul style="list-style-type: none">• 79,450 ROCE RSUs with a vesting date of 17/08/25;• 92,265 ROCE RSUs with a vesting date of 17/08/26.• 89,621 ROCE RSUs with a vesting date of 17/08/27. TSR RSUs: 391,271 representing: <ul style="list-style-type: none">• 115,688 TSR RSUs with a vesting date of 17/08/25;• 137,718 TSR RSUs with a vesting date of 17/08/26.• 137,865 TSR RSUs with a vesting date of 17/08/27. Options: 269,221 with a vesting date of 3/11/2025

+ See chapter 19 for defined terms.

<p>Nature of change Example: on-market trade, off-market trade, exercise of options, issue of securities under dividend reinvestment plan, participation in buy-back</p>	<p>Issue of Ordinary Shares/CUFs:</p> <ul style="list-style-type: none">• Issue of 11,063 ordinary shares/CUFs on 17 August 2024 (following vesting of 19,862 ROCE RSUs that were originally issued in accordance with the shareholder approval provided at the 2022 Annual General Meeting).• Issue of 0 ordinary shares/CUFs on 17 August 2024 (following vesting of 39,450 Relative TSR RSUs that were originally issued in accordance with the shareholder approval provided at the 2022 Annual General Meeting). <p>Cancellation of RSUs:</p> <ul style="list-style-type: none">• Cancellation of 8,799 ROCE RSUs on 17 August 2024 (which were originally issued in accordance with the shareholder approval provided at the 2022 Annual General Meeting).• Cancellation of 39,450 TSR RSUs on 17 August 2024 (which were originally issued in accordance with the shareholder approval provided at the 2022 Annual General Meeting). <p>Issue of RSUs:</p> <ul style="list-style-type: none">• Off market issue of 89,621 ROCE RSUs on 17 August 2024 on the terms outlined in the Notice of Annual General Meeting dated 4 July 2024 and as approved by the Shareholders on 8 August 2024 (Dublin time).• Off market issue of 137,865 TSR RSUs on 17 August 2024 on the terms outlined in the Notice of Annual General Meeting dated 4 July 2024 and as approved by the Shareholders on 8 August 2024 (Dublin time).
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+ See chapter 19 for defined terms.

Part 2 – Change of director's interests in contracts

Note: In the case of a company, interests which come within paragraph (ii) of the definition of "notifiable interest of a director" should be disclosed in this part.

Detail of contract	Nil.
Nature of interest	Nil.
Name of registered holder (if issued securities)	Nil.
Date of change	Nil.
No. and class of securities to which interest related prior to change <small>Note: Details are only required for a contract in relation to which the interest has changed</small>	Nil.
Interest acquired	Nil.
Interest disposed	Nil.
Value/Consideration <small>Note: If consideration is non-cash, provide details and an estimated valuation</small>	Nil.
Interest after change	Nil.

Part 3 – +Closed period

Were the interests in the securities or contracts detailed above traded during a +closed period where prior written clearance was required?	No
If so, was prior written clearance provided to allow the trade to proceed during this period?	Not applicable.
If prior written clearance was provided, on what date was this provided?	Not applicable.

+ See chapter 19 for defined terms.