

**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 2025

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

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## *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 and earnings 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 acquisition of AZEK, including its anticipated benefits;
- 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;
- 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 our Form 20-F filed with the Securities and Exchange Commission on 20 May 2025, 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; the AZEK acquisition; 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

<b>Exhibit No.</b>	<b>Description</b>
<a href="#">99.1</a>	Change in substantial holding
<a href="#">99.2</a>	Change in substantial holding
<a href="#">99.3</a>	Participation At Upcoming Investor Conferences
<a href="#">99.4</a>	Change in substantial holding
<a href="#">99.5</a>	Application for quotation of securities - JHX
<a href="#">99.6</a>	Response to ASX Aware Letter

## **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: 29 August 2025

**James Hardie Industries plc**  
By: /s/ Aoife Rockett

Aoife Rockett  
Company Secretary

## EXHIBIT INDEX

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**JamesHardie**<sup>TM</sup>

**James Hardie Industries plc**

1<sup>st</sup> 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

22 August 2025

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 21 August 2025.

Regards

Aoife Rockett  
**Company Secretary**

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







### Notice Pursuant to Part 17 of the Companies Act 2014

<b>To:</b> Aoife Rockett James Hardie Industries plc 1 <sup>st</sup> Floor, Block A One Park Place Upper Hatch Street Dublin 2 D02 FD79, Ireland	<b>To:</b> Aoife Rockett James Hardie Industries plc 1 <sup>st</sup> Floor, Block A One Park Place Upper Hatch Street Dublin 2 D02 FD79, Ireland
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The matters set out in the table below are hereby notified by the person named as the Notifier in the table below pursuant to Part 17 of the Companies Act 2014 of Ireland.

<b>Name of person, body corporate, firm, etc. having the notifiable interest ("Notifier")</b>	Wellington Management Group LLP		
<b>Address of the Notifier</b>	280 Congress Street Boston, MA 02210		
<b>Date of this notice</b>	21 <sup>st</sup> August 2025		
<b>Notifiable event ("Event")</b>	Acquisition of shares in the regular course of trading		
<b>Date of Event</b>	20 <sup>th</sup> August 2025		
<b>No. of shares in which interested immediately before the Event</b>	<b>No.</b>	<b>Class</b>	
	31,952,409	Depositary receipts (CHESS units of foreign securities) and ordinary shares	
<b>No. of shares in which interested immediately following the Event</b>	<b>No.</b>	<b>Class</b>	
	41,428,390	Depositary receipts (CHESS units of foreign securities) and ordinary shares	
<b>Details of each registered holder of the shares if different from the Notifier</b>	<b>No. of shares before the Event</b>	<b>No. of shares after the Event</b>	<b>Name and address of registered holder</b>
	31,952,409	41,428,390	Cede & Co.
<b>Does the notifiable interest arise from an agreement referred to in Section 1055 of the Companies Act 2014 of Ireland?<sup>1</sup> (If yes, provide names and addresses of the parties to the agreement, the number of shares each party is interested in individually and the registered holder of such shares if different)</b>	No		

<sup>1</sup> Note: Broadly stated, an agreement referred to in Section 1055 is an agreement providing for the acquisition of an **interest** in the voting securities of an Irish public limited company, where the provisions impose obligations/restrictions on the use, retention or disposal by a party of their interests in a company. Specific advice should be sought in the event of any such agreement because, in certain cases, the interests of the parties' may require disclosure (e.g. where a party acquires the right to control voting securities by way of the agreement).

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**JamesHardie**<sup>TM</sup>

**James Hardie Industries plc**

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One Park Place,  
Upper Hatch Street, Dublin 2,  
D02 FD79, Ireland

T: +353 (0) 1 411 6924

F: +353 (0) 1 479 1128

25 August 2025

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 22 August 2025.

Regards

Aoife Rockett  
**Company Secretary**

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







## Standard Form TR-1

### Standard form for notification of major holdings

**NOTIFICATION OF MAJOR HOLDINGS** (to be sent to the relevant issuer and to the Central Bank of Ireland)<sup>i</sup>

**1. Identity of the issuer or the underlying issuer of existing shares to which voting rights are attached<sup>ii</sup>:**

JAMES HARDIE INDUSTRIES PLC

**2. Reason for the notification** (please tick the appropriate box or boxes):

- ☒ An acquisition or disposal of voting rights  
☐ An acquisition or disposal of financial instruments  
☐ An event changing the breakdown of voting rights  
☐ Other (please specify)<sup>iii</sup>: Stock merger after M&A completion

**3. Details of person subject to the notification obligation<sup>iv</sup> :**

Name:	City and country of registered office (if applicable):
FMR LLC	Wilmington, USA

**4. Full name of shareholder(s)** (if different from 3.)<sup>v</sup>:

**5. Date on which the threshold was crossed or reached<sup>vi</sup>:**

20<sup>th</sup> of August 2025

**6. Date on which issuer notified:**

22<sup>nd</sup> of August 2025

**7. Threshold(s) that is/are crossed or reached:**

4%

**8. Total positions of person(s) subject to the notification obligation:**

	% of voting rights attached to shares (total of 9.A)	% of voting rights through financial instruments (total of 9.B.1 + 9.B.2)	Total of both in % (9.A + 9.B)	Total number of voting rights of issuer <sup>vii</sup>
Resulting situation on the date on which threshold was crossed or reached	3.9444%	0.0000%	3.9444%	578,981,209
Position of previous notification (if applicable)	4.0076%	0.0000%	4.0076%	

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**9. Notified details of the resulting situation on the date on which the threshold was crossed or reached<sup>viii</sup>:**

**A: Voting rights attached to shares**

Class/type of shares ISIN code (if possible)	Number of voting rights <sup>ix</sup>		% of voting rights	
	Direct	Indirect	Direct	Indirect
IE000R94NGM2		14,120,907		2.4389%
AU000000JHX1		8,716,300		1.5055%
<b>SUBTOTAL A</b>	22,837,207		3.9444%	

**B 1: Financial Instruments according to Regulation 17(1)(a) of the Regulations**

Type of financial instrument	Expiration date <sup>x</sup>	Exercise/ Conversion Period <sup>xi</sup>	Number of voting rights that may be acquired if the instrument is exercised/converted.	% of voting rights
		<b>SUBTOTAL B.1</b>		

**B 2: Financial Instruments with similar economic effect according to Regulation 17(1)(b) of the Regulations**

Type of financial instrument	Expiration date <sup>x</sup>	Exercise/ Conversion Period <sup>xi</sup>	Physical or cash settlement <sup>xii</sup>	Number of voting rights	% of voting rights
			<b>SUBTOTAL B.2</b>		

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**10. Information in relation to the person subject to the notification obligation** (please tick the applicable box):

☐ **Person subject to the notification obligation is not controlled by any natural person or legal entity and does not control any other undertaking(s) holding directly or indirectly an interest in the (underlying) issuer.**<sup>xiii</sup>

☒ **Full chain of controlled undertakings through which the voting rights and/or the financial instruments are effectively held starting with the ultimate controlling natural person or legal entity**<sup>xiv</sup>:

Name <sup>xv</sup>	% of voting rights if it equals or is higher than the notifiable threshold	% of voting rights through financial instruments if it equals or is higher than the notifiable threshold	Total of both if it equals or is higher than the notifiable threshold
FMR LLC			
FMTC Holdings LLC			
Fidelity Management Trust Company			
FMR LLC			
FIAM Holdings LLC			
FIAM LLC			
FMR LLC			
Fidelity Management & Research Company LLC			
FMR LLC			
Fidelity Diversifying Solutions LLC			
FMR LLC			
Fidelity Advisory Holdings LLC			
Strategic Advisers LLC			

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FMR LLC			
Fidelity Management & Research Company LLC			
Fidelity Management & Research (Japan) Limited			
FMR LLC			
FIAM Holdings LLC			
Fidelity Institutional Asset Management Trust Company			
FMR LLC			
Fidelity Management & Research Company LLC			
FMR Investment Management (UK) Limited			

**11. In case of proxy voting: [name of the proxy holder] will cease to hold [% and number] voting rights as of [date]**

**12. Additional information<sup>xvi</sup>:**

Done at Dublin on 22<sup>nd</sup> of August 2025.

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## Notes

<sup>i</sup> Persons completing this form should have regard to the requirements of the Transparency (Directive 2004/109/EC) Regulations 2007 as amended (the "Regulations"), the Central Bank of Ireland's Transparency Rules (the "Transparency Rules") and Commission Delegated Regulation (EU) 2015/761 of 17 December 2014.

<sup>ii</sup> Full name of the legal entity and other identifying specification of the issuer or underlying issuer, provided it is reliable and accurate (e.g. address, LEI, domestic number identity).

<sup>iii</sup> Other reason for the notification could be voluntary notifications, changes of attribution of the nature of the holding (e.g. expiring of financial instruments) or acting in concert.

<sup>iv</sup> This should be the full name of (a) the shareholder; (b) the natural person or legal entity acquiring, disposing of or exercising voting rights in the cases provided for in Regulation 15(b) to (h) of the Regulations (Article 10 (b) to (h) of Directive 2004/109/EC); or (c) the holder of financial instruments referred to in Regulation 17(1) of the Regulations (Article 13(1) of Directive 2004/109/EC).

As the disclosure of cases of acting in concert may vary due to the specific circumstances (e.g. same or different total positions of the parties, entering or exiting of acting in concert by a single party) the standard form does not provide for a specific method how to notify cases of acting in concert.

In relation to the transactions referred to in points (b) to (h) of Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC), the following list is provided as an indication of the persons who should be mentioned:

- in the circumstances foreseen in letter (b) of Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC), the natural person or legal entity that acquires the voting rights and is entitled to exercise them under the agreement and the natural person or legal entity who is transferring temporarily for consideration the voting rights;
- in the circumstances foreseen in letter (c) of the Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC), the natural person or legal entity holding the collateral, provided the person or entity controls the voting rights and declares its intention of exercising them, and natural person or legal entity lodging the collateral under these conditions;
- in the circumstances foreseen in letter (d) of Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC), the natural person or legal entity who has a life interest in shares if that person or entity is entitled to exercise the voting rights attached to the shares and the natural person or legal entity who is disposing of the voting rights when the life interest is created;
- in the circumstances foreseen in letter (e) of Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC), the controlling natural person or legal entity and, provided it has a notification duty at an individual level under Regulation 14 of the Regulations (Article 9 of Directive 2004/109/EC), under letters (a) to (d) of Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC) or under a combination of any of those situations, the controlled undertaking;
- in the circumstances foreseen in letter (f) of Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC), the deposit taker of the shares, if he can exercise the voting rights attached to the shares deposited with him at his discretion, and the depositor of the shares allowing the deposit taker to exercise the voting rights at his discretion;
- in the circumstances foreseen in letter (g) of Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC), the natural person or legal entity that controls the voting rights;
- in the circumstances foreseen in letter (h) of Regulation 15 of the Regulations (Article 10 of Directive 2004/109/EC), the proxy holder, if he can exercise the voting rights at his discretion, and the shareholder who has given his proxy to the proxy holder allowing the latter to exercise the voting rights at his discretion (e.g. management companies).

<sup>v</sup> Applicable in the cases provided for in Regulation 15(b) to (h) of the Regulations (Article 10 (b) to (h) of Directive 2004/109/EC). This should be the full name of the shareholder who is the counterparty to the natural person or legal entity referred to in Regulation 15 of the Regulations (Article 10 Directive 2004/109/EC) unless the percentage of voting rights held by the shareholder is lower than the lowest notifiable threshold for the disclosure of voting rights holdings in accordance with the requirements of the Regulations and the Transparency Rules.

<sup>vi</sup> The date on which threshold is crossed or reached should be the date on which the acquisition or disposal took place or the other reason triggered the notification obligation. For passive crossings, the date when the corporate event took effect.

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<sup>vii</sup> The total number of voting rights shall be composed of all the shares, including depository receipts representing shares, to which voting rights are attached even if the exercise thereof is suspended.

<sup>viii</sup> If the holding has fallen below the lowest applicable threshold in accordance with the Regulations and the Transparency Rules the holder is not obliged to disclose the extent of the holding only that the holding is "below 3%" or "below 5%" as appropriate.

<sup>ix</sup> In case of combined holdings of shares with voting rights attached "direct holding" and voting rights "indirect holding", please split the voting rights number and percentage into the direct and indirect columns – if there is no combined holdings, please leave the relevant box blank.

<sup>x</sup> Date of maturity/expiration of the financial instrument i.e. the date when right to acquire shares ends.

<sup>xi</sup> If the financial instrument has such a period – please specify this period – for example once every 3 months starting from [date].

<sup>xii</sup> In case of cash settled instruments the number and percentages of voting rights is to be presented on a delta-adjusted basis (Regulation 17(4) of the Regulations/Article 13(1a) of Directive 2004/109/EC).

<sup>xiii</sup> If the person subject to the notification obligation is either controlled and/or does control another undertaking then the second option applies.

<sup>xiv</sup> The full chain of controlled undertakings, starting with the ultimate controlling natural person or legal entity, has to be presented also in cases in which only on subsidiary level a threshold is crossed or reached and the subsidiary undertaking discloses the notification, as only thus will the markets get a full picture of the group holdings. In the case of multiple chains through which the voting rights and/or financial instruments are effectively held, the chains have to be presented chain by chain leaving a row free between different chains (e.g.: A, B, C, free row, A, B, D, free row, A, E, F etc.).

<sup>xv</sup> The names of controlled undertakings through which the voting rights and/or financial instruments are effectively held have to be presented irrespective of whether the controlled undertakings cross or reach the lowest applicable threshold themselves.

<sup>xvi</sup> Example: Correction of a previous notification.

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August 25<sup>th</sup>, 2025

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## James Hardie Announces Participation At Upcoming Investor Conferences

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**James Hardie Industries plc (NYSE/ASX: JHX) ("James Hardie" or the "Company")**, a leading provider of exterior home and outdoor living solutions, today announced its participation at upcoming investor conferences hosted by Jefferies, Zelman & Associates and RBC Capital Markets in September.

- **Jefferies Industrials Conference:** Aaron Erter, Chief Executive Officer, and Rachel Wilson, Chief Financial Officer, will present at the Jefferies Industrials Conference in New York City on Wednesday, September 3<sup>rd</sup>, 2025, from 9:30 a.m. – 10:05 a.m. EDT. A live audio webcast of the presentation can be accessed on the Investor Relations page of James Hardie's corporate website ([www.jameshardie.com](http://www.jameshardie.com)).
- **Zelman Housing Summit:** Aaron Erter, Chief Executive Officer, and Rachel Wilson, Chief Financial Officer, will participate in one-on-one meetings with investors at the Zelman Housing Summit in Boston on Thursday, September 11<sup>th</sup>, 2025.
- **RBC Capital Markets Global Industrials Conference:** Joe Ahlersmeyer, CFA, Vice President, Investor Relations, will participate in one-on-one meetings with investors at the RBC Capital Markets Global Industrials Conference in New York City on Tuesday, September 16<sup>th</sup>, 2025.

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### About James Hardie

James Hardie Industries plc (NYSE: JHX; ASX: JHX) is the industry leader in exterior home and outdoor living solutions, with a portfolio that includes fiber cement, fiber gypsum, and composite and PVC decking and railing products. Products offered by James Hardie are engineered for beauty, durability, and climate resilience, and include trusted brands like Hardie®, TimberTech®, AZEK® Exteriors, Versatex®, fermacell® and StruXure®. With a global footprint, the James Hardie portfolio is marketed and sold throughout North America, Europe, and the Asia-Pacific region. 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.

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### Investor and Media Contact

**Joe Ahlersmeyer, CFA**

Vice President, Investor Relations

+1 773-970-1213

[investors@jameshardie.com](mailto:investors@jameshardie.com)





**JamesHardie**™

**James Hardie Industries plc**

1<sup>st</sup> 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

27 August 2025

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 26 August 2025.

Regards

Aoife Rockett  
**Company Secretary**

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









26/08/2025

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 below 3% 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 of 21 August 2025, there was an aggregated interest in James Hardie Industries PLC Chess Depository Interests of 2.64% ordinary share capital. This was based on 15,298,964 shares held and a total of 578,888,019 **voting shares** and **class share outstanding**. A previous announcement of 3.54% interest in relevant share capital based on a total of 20,500,138 voting shares and class shares outstanding was disclosed on 26 August 2025 for value date 01 August 2025.

Yours faithfully

*Amar Rashid*

Amar Rashid  
Senior Manager, Portfolio Compliance, Investments & Fund Services







The Registered holder of all shares is:

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

Date	Number of CDIs	% held
26/08/2025	15,298,964	2.64%









### Announcement Summary

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Entity name

JAMES HARDIE INDUSTRIES PLC

Announcement Type

New announcement

Date of this announcement

Wednesday August 27, 2025

The +securities to be quoted are:

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

Total number of +securities to be quoted

ASX +security code	Security description	Number of +securities to be quoted	Issue date
JHX	CHESS DEPOSITARY INTERESTS 1:1	117,097	20/08/2025

Refer to next page for full details of the announcement



Part 1 - Entity and announcement details

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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

27/8/2025





## Part 2 - Type of Issue

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2.1 The +securities to be quoted are:

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

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

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





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

Additional +securities to be quoted in an existing class issued under an +employee incentive scheme  
FROM (Existing Class)  
ASX +security code and description  
JHXAK : RESTRICTED STOCK UNIT

TO (Existing Class)  
ASX +security code and description  
JHX : CHESS DEPOSITARY INTERESTS 1:1

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

117,097

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
Erter, Aaron	Same	44,253
Wilson, Rachel	Same	3,574
Gadd, Sean	Same	13,616
Kilcullen, Ryan	Same	8,573
Beastrom, Tim	Same	6,341
Liu, Joe	Same	5,014
Majeed, Farhaj	Same	3,170
Arneil, John	Same	2,827
Claus, Christian	Same	5,190





Issue date

20/8/2025

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

Yes

Issue details

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Number of +securities to be quoted

117,097

Are the +securities being issued for a cash consideration?

Yes

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

USD - US Dollar

USD 0.68640000

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







Part 4 - Issued capital following quotation

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Following the quotation of the +securities the subject of this application, the issued capital of the entity will comprise:

The figures in parts 4.1 and 4.2 below are automatically generated and may not reflect the entity's current issued capital if other Appendix 2A, Appendix 3G or Appendix 3H forms are currently with ASX for processing.

4.1 Quoted +securities (total number of each +class of +securities quoted on ASX following the +quotation of the +securities subject of this application)

ASX +security code and description	Total number of +securities on issue
JHX : CHESS DEPOSITARY INTERESTS 1:1	430,019,038

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	3,970,520
JHXAM : ORDINARY SHARES	149,079,268
JHXAL : OPTION EXPIRING 03-NOV-2027 EX \$33.05	269,221





Part 5 - Other Listing Rule requirements

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5.1 Are the +securities being issued under an exception in Listing Rule 7.2 and therefore the issue does not need any security holder approval under Listing Rule 7.1?  
Yes

5.1a Select the number of the applicable exception in Listing Rule 7.2

13








**JamesHardie™**

**James Hardie Industries plc**  
 1<sup>st</sup> 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

27 August 2025

ASX Compliance  
 Exchange Centre  
 20 Bridge Street  
 Sydney NSW 2000

Dear Sir / Madam

**James Hardie Industries PLC ('JHX'): Response to ASX Aware Letter (Ref: 111951)**

We refer to your letter dated 22 August 2025 (**ASX Aware Letter**) and set out the response of James Hardie Industries PLC (**JHX**) to the requests for information made in the ASX Aware Letter, using the same numbering.

1. **Does JHX consider that any measure of its statutory or underlying earnings for the quarter ended 30 June 2025 as disclosed in the Results Announcement ('Earnings Information') differed materially from the market's expectations, having regard to the following two base indicators (in decreasing order of relevance and reliability):**

- 1.1 **If JHX had published earnings guidance, that guidance.**

- 1.2 **If JHX is covered by sell-side analysts, the earnings forecasts of those analysts.**

**Please answer separately for each measure of earnings referred to in the Earnings Information. In your response, please have regard to ASX's commentary in paragraphs 4(a) and 4(b) of section 7.3 of Guidance Note 8 about when a variation from market expectations may be material.**

JHX does not consider any measure of its statutory or underlying earnings for the quarter ended 30 June 2025 (**Q1 FY26**), as disclosed, differed materially from the market's expectations.

JHX did not publish earnings guidance for Q1 FY26.

JHX's assessment of the market's expectations for Q1 FY26 earnings had regard to the downward trend in activity in the North American single family new construction and repair and remodel markets in which JHX operates, the uncertain macroeconomic environment (all of which had previously been disclosed by JHX) and the AZEK transaction being due to complete following the end of the quarter. North American housing analyst John Burns Research and Consulting forecasted prior to JHX's Q4 FY25 earnings release that single family housing starts would decline by 3% in 2025. Then, prior to JHX's Q1 FY26 earnings release, John Burns forecasted that single family housing starts would decline by 14% in 2025. The National Association of Home Builders (NAHB) forecasted prior to JHX's Q4 FY25 earnings release that single family new housing starts

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James Hardie Industries plc is a limited liability company incorporated in Ireland with its registered office at 1<sup>st</sup> Floor, Block A, One Park Place, Upper Hatch Street, Dublin 2, D02 FD79, Ireland.

**Directors:** Anne Lloyd (Chairperson, USA), Peter-John Davis (Aus), Howard Heckes (USA), Gary Hendrickson (USA), Persio Lisboa (USA), Renee Peterson (USA), John Pfeifer (USA), Rada Rodriguez (Sweden), Suzanne B. Rowland (USA), Jesse Singh (USA), Nigel Stein (UK).

**Chief Executive Officer and Director:** Aaron Erter (USA)

**Company number:** 485719









would increase 2% in 2025. Then, prior to JHX's Q1 FY26 earnings release, the NAHB forecasted that single family housing starts would decline 8% in 2025.

JHX also considered sell-side analyst forecasts as an input into its assessment of the market's expectations for its Q1 FY26 earnings and, in respect of that period, had regard to the wide variation between and currency of those forecasts (noting that not all analyst forecasts had been updated post the updated FY26 guidance given by JHX in May 2025).

Reflecting the softer operating conditions for Q1 FY26, all analysts who updated their North America volume and EBITDA forecasts during Q1 FY26 revised them downwards and those who initiated coverage during Q1 FY26 were at the lower end of analyst forecasts.

JHX's revenue and adjusted EBITDA, NPAT and EPS are covered by analysts and are relevant key metrics for assessing JHX's earnings performance. There was less than a 15% variance between the Earnings Information in relation to these metrics and consensus analyst forecasts, as shown in the table below (which JHX does not consider market sensitive in line with paragraph 4(b) of section 7.3 of Guidance Note 8 and noting JHX's assessment of the market's expectations for earnings in Q1 FY26).

	Q1 FY26 (\$m)	Consensus (\$m)	Variation
Revenue (sales)	900	953	-5.6%
EBITDA (adjusted)	226	258	-12.4%
NPAT (underlying)	127	145	-12.4%
EPS (adjusted)	0.29	0.34	-14.7%

**2. Please explain the basis for the view provided in response to question 1. In doing so, please specify how JHX determined the market's expectations in relation to each relevant measure of its earnings, including:**

**2.1 If JHX had published earnings guidance for the quarter ended 30 June 2025, details of:**

**2.1.1 that guidance and when it was released to the market; and**

**2.1.2 the date when the entity first became aware with a reasonable degree of certainty that its expected earnings for the relevant reporting period would vary from, or be in line with, that guidance.**

As noted above, JHX did not publish guidance for Q1 FY26.

**2.2 If JHX used sell-side analyst forecasts to estimate the market's expectations of its earnings, details of:**

**2.2.1 the method that JHX used to translate sell-side analyst forecasts into its estimate of market expectations for each measure of earnings referred to in the Earnings Information and, in particular, whether or not JHX used a 'consensus estimate' or an 'adjusted consensus estimate' or a different specified approach for determining this estimate;**

JHX considered sell-side analyst forecasts as an input into its assessment of the market's expectations, including when analysts last revised their estimates, whether

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there were any outliers and the deviation between analysts, as well as the extent to which analysts considered general economic and market shifts. As an example, an analyst that initiated coverage in Q1 FY26 noted "[n]earer term, we see some risks that could add to short-term volatility, including consensus estimates that need to be reset lower for the deal, a relatively tough FQ1 (which appears mismodeled to us by the Street), and a shareholder base that's in transition."

As noted in the response to question 1, JHX also considered forecasts from key housing analysts and investor expectations as communicated to JHX and to sell-side analysts. Investor expectations communicated to JHX in Q1 FY26 were uniformly lower than sell-side analyst estimates.

**2.2.2 the entity's estimate of market expectations using that method; and**

Refer to our response to question 1 for JHX's consensus forecasts which were an input into JHX's assessment of market expectations on the basis outlined above.

**2.2.3 the date when the entity first became aware with a reasonable degree of certainty that its expected earnings for the relevant reporting period would vary from, or be in line with, its estimate of these expectations.**

JHX first became aware of the likely final outcome of its Q1 FY26 results on or about 10.22am (Sydney time) on 7 August 2025 through internal reporting which gave JHX a reasonable degree of certainty that its expected Q1 FY26 earnings would be in line with its estimate of the market's expectations for its earnings, as to which refer to our responses above.

- 3. Does JHX consider that, at any point prior to the release of the Results Announcement, there was a variance between its expected earnings and its estimate of market expectations for the relevant reporting period of such a magnitude that a reasonable person would expect information about the variance to have a material effect on the price or value of JHX's securities?**

**Please answer separately for each measure of earnings referred to in the Earnings Information.**

No.

- 4. If the answer to question 3 is 'no', please provide the basis for that view.**

On each of the key metrics forecast by sell-side analysts for Q1 FY26 there was a less than 15% variance between expected earnings and consensus. Further, in JHX's view, consensus was not reflective of market expectations for JHX given the matters referred to in answers 1 and 2 because a number of analysts had not updated their forecasts for recent shifts in market activity which the market was fully aware of and investor expectations as communicated to JHX and to sell-side analysts. Accordingly, JHX did not consider that any difference between its expected earnings and market expectations would have a material effect on the price or value of JHX's securities.

- 5. If the entity first became aware of the variance before the release of Results Announcement, did JHX make any announcement prior to the release of the Results Announcement which disclosed the relevant variance? If so, please provide details. If not, please explain why this information was not released to the market at an earlier time, commenting specifically on**









**when you believe JHX was obliged to release the information under Listing Rules 3.1 and 3.1A and what steps JHX took to ensure that the information was released promptly and without delay.**

Not applicable.

- 6. Does JHX consider that the variation to its FY26 guidance between 21 May 2025 and 21 August 2025, after factoring in the impact of the partial-year contribution from the AZEK acquisition and change in segment reporting, to be information that a reasonable person would expect to have a material effect on the price or value of JHX's securities?**

JHX considered that the variation to its FY26 guidance, after factoring in the impact of the partial-year contribution from the AZEK acquisition and the change in segment reporting, could be information that a reasonable person would expect to have a material effect on the price or value of JHX's securities. As described in the response to question 8, JHX communicated the variation promptly and without delay after it became aware of the variation.

On 21 May 2025, JHX provided certain FY26 guidance in respect of JHX as a standalone entity (ie without incorporating the then anticipated partial-year contribution of AZEK). On 20 August 2025, after completion of the AZEK transaction, JHX provided certain FY26 guidance which incorporated the partial-year contribution of AZEK and reflected JHX's new segment reporting for the combined business. Incorporating the partial-year contribution of the AZEK acquisition and reflecting JHX's new segment reporting for the combined business limited the utility of a comparison between the May and August FY26 guidance.

Also, the original guidance for FY26 was provided early in the fiscal year and reflected assumptions about unknown matters including with respect to interest rates, new construction and repair and remodel market growth, raw material costs and other factors that are subject to change, in relation to the JHX business (pre AZEK). At that time, JHX had communicated to the market that "[m]ore recent, broader macroeconomic uncertainty could further impact the cost of home construction and weigh on consumer sentiment, influencing demand. As a result, in North America, which represents approximately three-quarters of our total net sales we are prudently planning for market volumes to contract in FY26, including a fourth consecutive year of declines in large-ticket repair & remodel activity."

The most significant variation between the May FY26 guidance and the August FY26 guidance was with respect to expected revenue for the 'North America Fiber Cement' segment in the May FY26 guidance. In relation to North American sales, the May FY26 guidance projected the 'North America Fiber Cement' segment would be up low single digits. The August FY26 guidance forecasts Net Sales for 'Sliding & Trim' (consisting of the legacy 'North America Fiber Cement' segment and the acquired 'Exteriors' business from AZEK) of between \$2.675 and \$2.850 billion. A reasonable person could consider this variance to have a material effect on the price or value of JHX's securities, depending on a number of considerations, including the extent to which near term earnings are considered a material driver of the value of JHX's securities, and noting this was a revision of guidance provided early in the fiscal year in a dynamic environment. This variance was approximately 13-16% down from the May guidance and reflected no change in JHX expectations for Q1 FY26, but lower expectations for the remaining three quarters of FY26 to reflect single family new construction market declines, related inventory impacts and delays in expected new product initiatives. As described in the response to question 8, JHX communicated the variation promptly and without delay after it became aware of the variation, which among other things required the Board to make a judgment about the North American housing outlook based on new data and their

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expectations regarding the impact of that new outlook on JHX's operations for the remainder of the fiscal year.

7. **If the answer to question 6 is “no”, please explain the basis for that view.**

Not applicable.

8. **If the entity first became aware of the variation to its FY26 guidance before the release of the Results Announcement, did JHX make any announcement prior to the release of the Results Announcement which disclosed the relevant variance? If so, please provide details. If not, please explain why this information was not released to the market at an earlier time, commenting specifically on when you believe JHX was first obliged to vary its guidance under Listing Rules 3.1 and 3.1A and what steps JHX took to ensure that this was undertaken promptly and without delay.**

JHX first became aware of the variation to its FY26 guidance when it was approved by the Board at the Board sub-committee meeting which concluded at approximately 6.45am (Sydney time) on 20 August 2025, the day on which the results were released pre-market open on the ASX Market Announcement Platform on 20 August 2025 (at approximately 7.30am (Sydney time)). Until this meeting, the Board was considering a number of variables with respect to the guidance, including the impact of incorporating the partial-year contribution of AZEK, reflecting JHX's new segment reporting for the combined business and information about further declines in the North American housing outlook, which needed to be considered by the Board. Until the Board had considered these variables and made the decisions required to determine what the revised guidance would be, there was no information which could be released to the market beyond the information which JHX had already disclosed regarding market conditions and the impact of the AZEK acquisition.

9. **Please provide details of any other explanation JHX may have for the trading in its securities following the release of the Results Announcement.**

JHX is not aware of any company specific factors that may have contributed to the trading of JHX securities after the release of its Results Announcement, but considers the macroeconomic outlook and related uncertainty may have played a role in some of the trading, as well as continued changes in JHX's shareholder base following the AZEK acquisition.

10. **Please confirm that JHX is in compliance with the Listing Rules and, in particular, Listing Rule 3.1.**

Confirmed.

11. **Please confirm that JHX's responses to the questions above have been authorised and approved in accordance with its published continuous disclosure policy or otherwise by its board or an officer of JHX with delegated authority from the board to respond to ASX on disclosure matters.**

Confirmed.

Yours sincerely



Aoife Rockett  
Company Secretary











22 August 2025

Reference: 111951

Ms Aoife Rockett  
Company Secretary  
James Hardie Industries Plc  
Level 20 60 Castlereagh Street  
Sydney NSW 2000

By email

Dear Ms Rockett

**James Hardie Industries PLC ('JHX'): ASX Aware Letter**

ASX refers to the following:

- A. JHX's announcement titled 'Q4 FY25 Results Pack', released on the ASX Market Announcements Platform ('MAP') on 21 May 2025, which provided (relevantly) the following FY26 guidance information:

- *North America Net Sales Growth: **Up Low Single-Digits***
- *North America EBITDA Margin: **~35.0%***
- *Total Adjusted EBITDA Growth: **Up Low Single-Digits***
- *Free Cash Flow: **At least \$500 million, Up +30%***

***FY26 Modeling Assumptions***

- *Total Capital Expenditures: **~\$325 million***
- *Total Depreciation & Amortization Expense: **~\$225 million***
- *Adjusted Effective Tax Rate: **Relatively Flat** vs. 23.5% in FY25*

*Note: Planning and modeling assumptions reflect only the standalone James Hardie business and exclude any impacts of acquisitions that have not closed. Free Cash Flow is defined as net cash provided by operating activities less purchases of property, plant and equipment.*

- B. JHX's announcement released on MAP on 20 August 2025 in connection with its results for the quarter ended 30 June 2025 titled 'Q1 FY26 Results Pack' ('Results Announcement'). The Results Announcement disclosed JHX's financial results for the quarter ended 30 June 2025, and additionally provided the following FY26 guidance information:

Update to Reporting Segments

*As a result of the closing of The AZEK® Company (AZEK) acquisition on July 1, 2025, beginning with the second quarter of FY26, James Hardie expects to classify its business into four reportable segments:*

- *Siding & Trim, consisting of the legacy North America Fiber Cement segment and the acquired Exteriors business from AZEK*
- *Deck, Rail & Accessories, consisting of AZEK's Deck, Rail & Accessories business*
- *Australia & New Zealand, consisting of the legacy Asia Pacific Fiber Cement segment*

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- *Europe, consisting of the legacy Europe Building Products segment.*

#### Outlook

...

- *Net Sales for Siding & Trim: **\$2.675 to \$2.850 billion***
- *Net Sales for Deck, Rail & Accessories: **\$775 to \$800 million***
- *Total Adjusted EBITDA: **\$1.05 to \$1.15 billion***
- *Free Cash Flow: **At least \$200 million***

*Note: All guidance includes a partial-year contribution from the AZEK acquisition which was incorporated into James Hardie results beginning at closing on July 1, 2025. Free Cash Flow is defined as net cash provided by operating activities less purchases of property, plant and equipment. FY26 Free Cash Flow guidance includes an estimated ~\$315mm of incremental Interest Expense and Transaction & Integration costs related to the AZEK acquisition.*

- C. The change in the price of JHX's securities from \$44.34 immediately prior to the release of the Results Announcement to a close of \$32.00 following the release of the Results Announcement, reflecting a decrease of 27.8%.
- D. Listing Rule 3.1, which requires a listed entity to immediately give ASX any information concerning it that a reasonable person would expect to have a material effect on the price or value of the entity's securities.
- E. The definition of 'aware' in Chapter 19 of the Listing Rules, which states that:
 

*an entity becomes aware of information if, and as soon as, an officer of the entity (or, in the case of a trust, an officer of the responsible entity) has, or ought reasonably to have, come into possession of the information in the course of the performance of their duties as an officer of that entity.*
- F. Section 4.4 in *Guidance Note 8 Continuous Disclosure: Listing Rules 3.1 – 3.1B* titled 'When does an entity become aware of information?'
- G. Listing Rule 3.1A, which sets out exceptions from the requirement to make immediate disclosure as follows.
  - 3.1A Listing rule 3.1 does not apply to particular information while each of the following is satisfied in relation to the information:
    - 3.1A.1 One or more of the following 5 situations applies:
      - *It would be a breach of a law to disclose the information;*
      - *The information concerns an incomplete proposal or negotiation;*
      - *The information comprises matters of supposition or is insufficiently definite to warrant disclosure;*
      - *The information is generated for the internal management purposes of the entity; or*
      - *The information is a trade secret; and*
    - 3.1A.2 *The information is confidential and ASX has not formed the view that the information has ceased to be confidential; and*



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**3.1A.3** *A reasonable person would not expect the information to be disclosed.*

- H. ASX's policy position on 'market sensitive earnings surprises', which is detailed in section 7.3 of Guidance Note 8 *Continuous Disclosure: Listing Rules 3.1 – 3.1B*. In particular:

*...If an entity becomes aware that its earnings for the current reporting period will differ materially (downwards or upwards) from market expectations, it needs to consider carefully whether it has a legal obligation to notify the market of that fact....*

*...An earnings surprise will need to be disclosed to the market under Listing Rule 3.1 if it is market sensitive – that is, it is of such a magnitude that a reasonable person would expect information about the earnings surprise to have a material effect on the price or value of the entity's securities...*

**Request for information**

Having regard to the above, ASX asks JHX to respond separately to each of the following questions and requests for information:

1. Does JHX consider that any measure of its statutory or underlying earnings for the quarter ended 30 June 2025 as disclosed in the Results Announcement ('Earnings Information') differed materially from the market's expectations, having regard to the following two base indicators (in decreasing order of relevance and reliability):

1.1 If JHX had published earnings guidance, that guidance.

1.2 If JHX is covered by sell-side analysts, the earnings forecasts of those analysts.

Please answer separately for each measure of earnings referred to in the Earnings Information. In your response, please have regard to ASX's commentary in paragraphs 4(a) and 4(b) of section 7.3 of Guidance Note 8 about when a variation from market expectations may be material.

2. Please explain the basis for the view provided in response to question 1. In doing so, please specify how JHX determined the market's expectations in relation to each relevant measure of its earnings, including:

2.1 If JHX had published earnings guidance for the quarter ended 30 June 2025, details of:

2.1.1 that guidance and when it was released to the market; and

2.1.2 the date when the entity first became aware with a reasonable degree of certainty that its expected earnings for the relevant reporting period would vary from, or be in line with, that guidance.

2.2 If JHX used sell-side analyst forecasts to estimate the market's expectations of its earnings, details of:

2.2.1 the method that JHX used to translate sell-side analyst forecasts into its estimate of market expectations for each measure of earnings referred to in the Earnings Information and, in particular, whether or not JHX used a 'consensus estimate' or an 'adjusted consensus estimate' or a different specified approach for determining this estimate;

2.2.2 the entity's estimate of market expectations using that method; and

2.2.3 the date when the entity first became aware with a reasonable degree of certainty that its expected earnings for the relevant reporting period would vary from, or be in line with, its estimate of these expectations.

3. Does JHX consider that, at any point prior to the release of the Results Announcement, there was a variance between its expected earnings and its estimate of market expectations for the relevant reporting period of

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such a magnitude that a reasonable person would expect information about the variance to have a material effect on the price or value of JHX's securities?

Please answer separately for each measure of earnings referred to in the Earnings Information.

4. If the answer to question 3 is 'no', please provide the basis for that view.
5. If the entity first became aware of the variance before the release of Results Announcement, did JHX make any announcement prior to the release of the Results Announcement which disclosed the relevant variance? If so, please provide details. If not, please explain why this information was not released to the market at an earlier time, commenting specifically on when you believe JHX was obliged to release the information under Listing Rules 3.1 and 3.1A and what steps JHX took to ensure that the information was released promptly and without delay.
6. Does JHX consider that the variation to its FY26 guidance between 21 May 2025 and 21 August 2025, after factoring in the impact of the partial-year contribution from the AZEK acquisition and change in segment reporting, to be information that a reasonable person would expect to have a material effect on the price or value of JHX's securities?
7. If the answer to question 6 is "no", please explain the basis for that view.
8. If the entity first became aware of the variation to its FY26 guidance before the release of the Results Announcement, did JHX make any announcement prior to the release of the Results Announcement which disclosed the relevant variance? If so, please provide details. If not, please explain why this information was not released to the market at an earlier time, commenting specifically on when you believe JHX was first obliged to vary its guidance under Listing Rules 3.1 and 3.1A and what steps JHX took to ensure that this was undertaken promptly and without delay.
9. Please provide details of any other explanation JHX may have for the trading in its securities following the release of the Results Announcement.
10. Please confirm that JHX is in compliance with the Listing Rules and, in particular, Listing Rule 3.1.
11. Please confirm that JHX's responses to the questions above have been authorised and approved in accordance with its published continuous disclosure policy or otherwise by its board or an officer of JHX with delegated authority from the board to respond to ASX on disclosure matters.

#### **When and where to send your response**

This request is made under Listing Rule 18.7. Your response is required as soon as reasonably possible and, in any event, by no later than **9:30 AM AEST Wednesday, 27 August 2025**.

You should note that if the information requested by this letter is information required to be given to ASX under Listing Rule 3.1 and it does not fall within the exceptions mentioned in Listing Rule 3.1A, JHX's obligation is to disclose the information 'immediately'. This may require the information to be disclosed before the deadline set out above and may require JHX to request a trading halt immediately if trading in JHX's securities is not already halted or suspended.

Your response should be sent by e-mail to [ListingsComplianceSydney@asx.com.au](mailto:ListingsComplianceSydney@asx.com.au). It should not be sent directly to the ASX Market Announcements Office. This is to allow us to review your response to confirm that it is in a form appropriate for release to the market, before it is published on the ASX Market Announcements Platform.

#### **Suspension**



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If you are unable to respond to this letter by the time specified above, ASX will likely suspend trading in JHX's securities under Listing Rule 17.3.

**Listing Rules 3.1 and 3.1A**

In responding to this letter, you should have regard to JHX's obligations under Listing Rules 3.1 and 3.1A and also to Guidance Note 8 *Continuous Disclosure: Listing Rules 3.1 – 3.1B*. It should be noted that JHX's obligation to disclose information under Listing Rule 3.1 is not confined to, nor is it necessarily satisfied by, answering the questions set out in this letter.

**Release of correspondence between ASX and entity**

We reserve the right to release all or any part of this letter, your reply and any other related correspondence between us to the market under Listing Rule 18.7A. The usual course is for the correspondence to be released to the market.

Yours sincerely

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ASX Compliance

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