

December 8, 2025



# James Hardie Announces Key Commercial and Sales Leadership Appointments

*Jonathan Skelly Appointed President and General Manager, James Hardie North America Building Products Group*

*John Madson Appointed Chief Sales Officer, James Hardie North America Building Products Group*

*Sean Gadd, President of North America, to Depart to Pursue Another Opportunity*

SYDNEY & CHICAGO--(BUSINESS WIRE)-- **James Hardie Industries plc (NYSE/ASX: JHX) ("James Hardie" or the "Company")**, a leading provider of exterior home and outdoor living solutions, today announced that Jonathan Skelly has been appointed President and General Manager, James Hardie North America (NA) Building Products Group, which includes the Siding & Trim/Deck, Railing & Accessories reportable segments. Additionally, John Madson has been appointed Chief Sales Officer, James Hardie NA Building Products Group. Both appointments are effective immediately. In his new role, Mr. Madson will report to Mr. Skelly.

The Company also announced that Sean Gadd, President of North America, has decided to depart the Company, effective December 12, 2025, to pursue an external career opportunity.

“With the leadership appointments of Jon Skelly and John Madson, we are meaningfully bolstering our commercial and sales organizations to support our significant forward momentum,” said Aaron Erter, Chief Executive Officer. “They both bring impressive track records of driving sustainable sales growth and value creation, and deep knowledge of our industry. We are excited to have Jon Skelly take on this critical new leadership role, supported by John Madson, and are confident that they will accelerate the deployment of our strategies to create demand across the customer value chain, delivering on our commitment to outperform the market over the long-term.”

“I am honored to take on this role and look forward to building on the great work we have done to solidify James Hardie’s position as an excellent commercial organization with best-in-class customer service,” said Mr. Skelly. “I also extend my congratulations to John Madson, who I look forward to working with in a closer capacity. John’s strong relationships with James Hardie’s customers and his understanding of how to optimize sales growth will continue to be incredibly valuable to our team.”

Commenting on Sean Gadd’s departure, Mr. Erter continued, “On behalf of the entire global team, we thank Sean for his countless contributions during his impressive tenure at James Hardie, spanning more than 20 years. We wish him well with this new opportunity.”

## About Jonathan Skelly

Jonathan Skelly has 25 years of general management, sales, customer service, strategy, mergers and acquisitions, and business development experience. Most recently, Mr. Skelly served as President – AZEK Residential. He previously served as SVP of Customer Experience and SVP of Strategy and Execution.

Prior to joining The AZEK Company in January 2018, he served as Vice President of Corporate Development for W.W. Grainger, Inc., an industrial supply company from 2010 to December 2017. Earlier, he has held a variety of leadership positions at other leading organizations, including The Home Depot Inc.

Mr. Skelly holds a bachelor's degree in finance from University of Florida, and an M.B.A. from Duke University's Fuqua School of Business.

### **About John Madson**

John Madson brings extensive sales management experience and has held roles of increasing seniority throughout his over 20-year tenure at James Hardie. Most recently, he served as Vice President of Sales – North America, which included Retail, Exterior Sales, and National Accounts.

During his tenure at James Hardie, Mr. Madson has had experience in Regional & National Sales leadership roles where he grew category and market share returns for the business within the region.

Mr. Madson holds a bachelor's degree in business administration and management from Virginia Commonwealth University.

### **About James Hardie**

James Hardie Industries plc 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, Australia and New Zealand.

James Hardie Industries plc is incorporated and existing under the laws of Ireland. As an Irish plc, James Hardie is governed by the Irish Companies Act. James Hardie's principal executive offices are located at 1st Floor, Block A, One Park Place, Upper Hatch Street, Dublin 2, D02 FD79, Ireland.

### **Forward-Looking Statements**

This communication contains forward-looking statements and information that are 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 communication, 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 March 31, 2025; 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; the AZEK acquisition 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 Press Release except as required by law.

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

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### **James Hardie Contacts:**

#### **Investors:**

**Joe Ahlersmeyer, CFA**

Vice President, Investor Relations

+1 773-970-1213

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

#### **Media:**

**Ed Trissel / Aaron Palash**

Joele Frank, Wilkinson Brimmer Katcher

+1 212-355-4449

#### **Jack Gordon**

Sodali & Co.

+61 478 060 362

[jack.gordon@sodali.com](mailto:jack.gordon@sodali.com)

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