

GROUP MANAGEMENT TEAM

To ensure global co-ordination of operations, research and development, and manufacturing, the management of James Hardie is overseen by a Group Management Team. Its members cover the key areas of fibre cement research and development, production, manufacturing, sales, finance and legal. Team members (in alphabetical order) are:

Ben Butterfield JD

General Counsel
45 years

Mr Butterfield joined James Hardie as General Counsel in January 2005. Prior to this, he was most recently General Counsel of Lennar Corporation. He is a former General Counsel of Hughes Supply, Inc and partner of the US law firm Maguire, Voorhis, & Wells, PA (now part of Holland & Knight LLP).

He was Chairman of the Business Law Section of the Orange County (FL) Bar Association from 1994 to 1995. Mr Butterfield has a Bachelor of Arts from Covenant College in Lookout Mountain, Tennessee, and a Juris Doctor from Stetson University College of Law in Florida USA.

Russell Chenu BCom, MBA

Chief Financial Officer
55 years

Mr Chenu was appointed Chief Financial Officer in February 2005. He joined James Hardie as Interim CFO in October 2004. Mr Chenu is an experienced corporate and finance

executive who has held senior finance and management positions with a number of Australian publicly-listed companies.

In a number of these senior roles, he has been engaged in significant strategic business planning and business change, including several turnarounds, new market expansions and management leadership initiatives.

He has a Bachelor of Commerce from the University of Melbourne and an MBA from Macquarie Graduate School of Management, Australia.

James Chilcoff BBA, MBA

Vice President – International
40 years

Mr Chilcoff joined James Hardie in 1997 as a Senior Product Manager for Siding. He has held a variety of roles with the company in the United States, including Siding Product Development Manager - Marketing; Siding Product Manager; Exterior Marketing Manager; Southern Division Sales/Marketing Manager; and Vice President Sales/Marketing. In 2003, he was appointed General Manager of our Australian and New Zealand business and in August 2004, became Vice President – International.

Before joining James Hardie, Mr Chilcoff held various positions with CertainTeed Corporation, SC Johnson Wax, Formica Corporation and Armstrong World Industries. He has a Bachelor of Business Administration from Eastern Michigan University, USA and an MBA from Xavier University in Ohio, USA.

Mark Fisher BSc, MBA

Vice President – Specialty Products
34 years

Mr Fisher joined James Hardie in 1993 as a Production Engineer. Since then, he has worked for the company as Finishing Manager, Production Manager and Product Manager at various locations; Sales and Marketing Manager; and as General Manager of our Europe Fibre Cement business. In November 2004, Mr Fisher was appointed Vice President - Specialty Products.

Before joining James Hardie, Mr Fisher worked in engineering for Chevron Corporation. He has a Bachelor of Science in Mechanical Engineering and an MBA from the University of Southern California, USA.

Louis Gries BSc, MBA

Chief Executive Officer
51 years

Mr Gries was appointed Chief Executive Officer in February 2005. He joined James Hardie as Manager of the Fontana, California, fibre cement plant in February 1991 and was appointed President of James Hardie Building Products (USA) in December 1993. Mr Gries became Executive Vice President Operations in January 2003, responsible for operations, sales and marketing in our pipes and fibre cement businesses in the Americas, Asia Pacific and Europe. In October 2004, Mr Gries was appointed Interim CEO and in February 2005 was named CEO.

Group Management Team

LOUIS GRIES



RUSSELL CHENU



BEN BUTTERFIELD



JAMES CHILCOFF



DON MERKLEY



Before he joined James Hardie, Mr Gries worked for 13 years for USG Corp, in a variety of roles in Research, Plant Quality and Production, Product and Plant Management.

He has a Bachelor of Science in Mathematics from the University of Illinois and an MBA from California State University in Long Beach, California USA.

Dave Merkley, BSc

*Executive Vice President – Engineering and Process Development
42 years*

Mr Merkley joined James Hardie in 1994 as Plant Manager of the Fontana, California, fibre cement plant. His subsequent roles included Manager, Research and Development; Plant Manager, Plant City, Florida; Process Development Manager; and Operations Manager for James Hardie Building Products USA.

In 2002, he was made Executive Vice President Manufacturing and Engineering with global responsibility. In 2004, he became Executive Vice President Engineering and Process Development responsible for further development of new flat sheets, pipes and trim technologies, new product engineering and plant design and construction.

Before joining James Hardie, Mr Merkley held various engineering positions in the civil construction industry.

He has a Bachelor of Science in Construction from Arizona State University, USA.

Don Merkley BSc

*Executive Vice President – Research and Development
42 years*

Mr Merkley joined James Hardie in 1993 as manager of the Plant City, Florida, fibre cement plant and was appointed USA Product Development Manager in 1997. In 2002, he was made Executive Vice President Research & Development and in January 2003 his role was expanded to give him responsibility for James Hardie's emerging Roofing business in the USA. Mr Merkley is also involved in reviewing business development opportunities.

Before joining James Hardie, Mr Merkley worked at USG Corp in various engineering-related roles.

He has a Bachelor of Science in Engineering from Arizona State University, USA.

Robert Russell BSc, MBA

*Vice President – Established Markets
39 years*

Mr Russell joined James Hardie in 1996 as a Production Engineer. Mr Russell's previous roles with the company have included Production Manager; Plant Manager; Interior Products & Retail Sales Manager; Vice President Marketing and Sales (James Hardie Gypsum); Business Development Manager; and Vice President Exterior Sales and Marketing – Established Markets. In November 2004, Mr Russell became Vice President – Established Markets.

Before joining James Hardie, Mr Russell held various engineering positions with USG Corp. He has a Bachelor of Science Degree in Industrial Engineering from the University of Arizona, USA and an MBA from the University of California Los Angeles, USA.

Nigel Rigby

*Vice President – Emerging Markets
37 years*

Mr Rigby joined James Hardie in 1998 as a Planning Manager for our New Zealand business. He has worked as Sales and Marketing Manager and Product Development Manager for the New Zealand business; Strategic Marketing Manager for our Australian business; Business Development Manager and Vice President Exterior Sales - Emerging Markets for our US business. In November 2004, Mr Rigby was appointed Vice President – Emerging Markets.

Before joining James Hardie, Mr Rigby held various management positions at Fletcher Challenge, a New Zealand-based company involved in energy, pulp and paper, forestry and building materials.

DAVE MERKLEY



ROBERT RUSSELL



NIGEL RIGBY



MARK FISHER

