



This report contains brief biographies of the members of James Hardie's Senior Leadership Team. More information is contained in the Investor Relations area of our website ([www.jameshardie.com](http://www.jameshardie.com)).

Netherlands-based team members are:

**Louis Gries BSc, MBA**

*Chief Executive Officer; chairman, Managing Board; member, Joint Board*  
Age 53

Louis Gries joined James Hardie as Manager of the Fontana, California, plant in 1991 and was appointed President of James Hardie Building Products (Inc) in 1993. He became Executive Vice President Operations in January 2003, with world-wide responsibility for operations, sales and marketing in our pipes and fibre cement businesses. He was appointed Interim CEO in October 2004 and CEO in 2005. Mr Gries was elected to the company's Managing Board by CUFS holders in August 2005.

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

**Russell Chenu BCom, MBA**

*Chief Financial Officer; member, Managing Board*  
Age 57

Russell Chenu joined James Hardie as Interim CFO in October 2004 and was appointed Chief Financial Officer in February 2005. He was elected to the company's Managing Board by CUFS holders at the AGM in August 2005.

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

**Benjamin Butterfield JD**

*General Counsel and Company Secretary; member, Managing Board*  
Age 47

Benjamin Butterfield joined James Hardie as General Counsel in January 2005 and was elected to the company's Managing Board by CUFS holders at the AGM in August 2005.

Mr Butterfield is an experienced corporate General Counsel and was a partner of the US law firm Maguire, Voorhis, & Wells, PA (now part of Holland & Knight LLP). He 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.

US-based team members (in alphabetical order) are:

**Jamie Chilcoff BBA, MBA**

*Vice President – Marketing and International Business*  
Age 42

Jamie Chilcoff joined James Hardie in 1997 and has held a variety of roles within the company in the United States, and as General Manager of our Australian and New Zealand business. He was made Vice President – International in 2004 and, in 2005, his role was expanded to include overseeing the US Marketing Group and the Repair & Remodel section of James Hardie. In November 2006 he became Vice President – Marketing and International Business.

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 – Research and Development*  
Age 36

Mark Fisher joined James Hardie in 1993 as a Production Engineer and has held a variety of roles in production, sales and marketing and as General Manager of our Europe Fibre Cement business. Mr Fisher was appointed Vice President – Specialty Products in November 2004, then Vice President Research and Development in December 2005.

He has a Bachelor of Science in Mechanical Engineering and an MBA from the University of Southern California, USA.

# SENIOR LEADERSHIP TEAM



**Grant Gustafson BA, MBA**

*Vice President – Interiors and Business Development  
Age 44*

Grant Gustafson joined James Hardie as Vice President of Interiors and Business Development in April 2006. He has consulting and consulting management experience, and has worked as a senior manager in the commercial building products sector in the US, Australia and Asia.

Mr Gustafson has a Bachelor of Arts from the University of California at Santa Barbara, USA, and an MBA from the University of Chicago, USA.

**Brian Holte BSc, MBA**

*Vice President – General Manager Western Division  
Age 40*

Brian Holte joined James Hardie in March 2007, bringing extensive sales management and leadership experience, combined with knowledge of manufacturing.

Mr Holte holds a Bachelor of Science Degree in Industrial Technology from the University of Wisconsin, Stout, USA and an MBA from the University of Southern California, USA.

**Nigel Rigby**

*Vice President – General Manager Northern Division  
Age 40*

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

and, in 2006, was named Vice President – General Manager Northern Division.

**Joel Rood BSCE, MSPE, MSM**

*Vice President – General Manager Southern Division  
Age 49*

Joel Rood joined James Hardie as Vice President – General Manager Southern Division in February 2007. He has over 20 years of sales, marketing and general management experience in the US, Australia, the United Kingdom and Ireland.

Mr Rood has a Bachelor of Science in Civil Engineering from Princeton University, summa cum laude, and a Master of Science in Petroleum Engineering from the University of Texas in Austin. In addition, he attended Stanford University as a Sloan Fellow, earning a Master of Science in Management.

**Robert Russell BSc, MBA**

*Vice President – Engineering and Process Development  
Age 41*

Robert Russell joined James Hardie in 1996 as a Production Engineer and has since held roles as 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, and in 2006 he became Vice President – Engineering and Process Development.

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.

Australian-based team members (in alphabetical order) are:

**Steve Ashe BBus, ACA**

*Vice President – Investor Relations  
Age 47*

Steve Ashe joined James Hardie in January 2000 as Vice President Public Affairs and was appointed Vice President Investor Relation in October 2001, responsible for managing the company's relationships with the investment market.

He has a Bachelor of Business degree from the Sydney University of Technology and is a member of the Australian Institute of Chartered Accountants.

**Peter W Baker BSc, MSc, MBA**

*Executive Vice President Australia  
Age 56*

Peter Baker joined James Hardie in October 2004 as General Manager External Affairs and was made Executive Vice President Australia in September 2005. He became Chairman of the Asbestos Injuries Compensation Fund Limited (Trustee of AICF) in January 2006.

He has been involved in various aspects of the resolution of James Hardie's asbestos compensation matters and his current role includes managing James Hardie Industries' corporate activities in Australia. Mr Baker is an experienced corporate executive who has held a number of senior positions in Australian public and private companies.

He has a Bachelor of Science with first class honours from the University of Leicester, UK; a Master of Science in Operational Research with distinction from the London School of Economics, UK; and an MBA from the University of Chicago, USA.