## FORM 4

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

| Washington, | D.C. | 20549 |
|-------------|------|-------|
|-------------|------|-------|

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

| OMB APPROVAL             |     |  |  |  |  |  |  |  |
|--------------------------|-----|--|--|--|--|--|--|--|
| OMB Number: 3235-02      |     |  |  |  |  |  |  |  |
| Estimated average burden |     |  |  |  |  |  |  |  |
| Laa aaaaaaaaa.           | 0.5 |  |  |  |  |  |  |  |

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934

| 1. Name and Address of Reporting Person*  Armes Joseph B  (Last) (First) (Middle)  5420 LYNDON B JOHNSON FWY  STE. 500  (Street)  DALLAS TX 75240-1007  (City) (State) (Zip)   |   |            |                 |                                 | 2. lss<br><u>CS</u> 3. Da<br>04/0  4. lf / | 2. Issuer Name and Ticker or Trading Symbol CSW INDUSTRIALS, INC. [CSWI]  3. Date of Earliest Transaction (Month/Day/Year) 04/03/2024  4. If Amendment, Date of Original Filed (Month/Day/Year)  Rule 10b5-1(c) Transaction Indication |       |   |                  |                 |                    |                                 |   |   | 5. Relationship of Reporting Person(s) to Issuer (Check all applicable)  X Director 10% Owner  X Officer (give title Other (specify below) Chairman, President & CEO  6. Individual or Joint/Group Filing (Check Applicable Line)  X Form filed by One Reporting Person Form filed by More than One Reporting Person |  |                                       |                                    |  |  |
|--|---|------------|-----------------|---------------------------------|--|--|-------|---|------------------|-----------------|--------------------|---------------------------------|---|---|--|--|---------------------------------------|------------------------------------|--|--|
| Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.  Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned |   |            |                 |                                 |  |  |       |   |                  |                 |                    |                                 |   |   |  |  |                                       |                                    |  |  |
| 1 Title of Sc  | ocurity (Inetr  |            | e I - No        | n-Deriv                         |  | _  | uriti |   | quired           | , Dis           | i                  |                                 |   | Owned<br>5. Amou  |  | 6. Ow  | nership                               | 7. Nature of                       |  |  |
| Da   |   |            | Date            | n/Day/Year)                     |  | Execution Date,<br>if any<br>(Month/Day/Year)  |       | Transaction Code (Instr.                            |                  |                 |                    |                                 | Securitie<br>Benefici                               | Securities Beneficially Owned Following   |  | : Direct   I   | Indirect Beneficial Ownership         |                                    |  |  |
|  |   |            |                 |                                 | `  | (Months Buy, rout)   |       | Code  | v                | Amount          | (A) or (D)         | Price                           | Reported<br>Transact<br>(Instr. 3                   | d<br>tion(s)  |  |  | (Instr. 4)                            |                                    |  |  |
| Common Stock   |   |            | 04/03/          | 4/03/2024                       |  |  |       | М   |                  | 12,502          | 2 A                | \$0                             | 62  | ,499  |  | D  |                                       |                                    |  |  |
| Common Stock   |   |            | 04/03/2024      |                                 |  |  |       | F   |                  | 4,920           | D                  | \$231.9                         | 2 57  | 57,579  |  | D  |                                       |                                    |  |  |
| Common Stock   |   |            |                 |                                 |  |  |       |   |                  |                 |                    |                                 |   | 1,  | 1,500  |  | I                                     | IBA<br>Family<br>Partners,<br>L.P. |  |  |
| Common Stock   |   |            |                 |                                 |  |  |       |   |                  |                 |                    | 3,045                           |   |   | I 1  | by ESOP  |                                       |                                    |  |  |
|  |   | Ta         | able II -       |                                 |  |  |       |   |                  |                 | osed of,           |                                 |   | Owned   |  |  |                                       |                                    |  |  |
| 1. Title of<br>Derivative<br>Security<br>(Instr. 3)  | Title of 2. 3. Transaction 3A. Deemed Execution Date curity or Exercise (Month/Day/Year) if any |            | ned<br>on Date, | 4.<br>Transactio<br>Code (Insti |  | 5. Number ion of   |       | 6. Date Exercis<br>Expiration Date<br>(Month/Day/Ye |                  | e of Securities |                    | d Amount<br>es<br>g<br>Security | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(s<br>(Instr. 4) |  | 10.<br>Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | Beneficial<br>Ownership<br>(Instr. 4) |                                    |  |  |
|  |   |            |                 |                                 | Code                                       | v  | (A)   | (D)   | Date<br>Exercisa | able            | Expiration<br>Date | Title                           | Amount<br>or<br>Number<br>of<br>Shares              |   |  |  |                                       |                                    |  |  |
| Performance<br>Rights  | (1)   | 04/03/2024 |                 |                                 | M  |  |       | 6,154   | (1)              |                 | (1)                | Common<br>Stock                 | 6,154   | \$0   | 0  |  | D                                     |                                    |  |  |
| Performance<br>Rights  | (2)   |            |                 |                                 |  |  |       |   | (2)              |                 | (2)                | Common<br>Stock                 | 7,851   |   | 7,851  |  | D                                     |                                    |  |  |
| Performance<br>Rights  | (3)   |            |                 |                                 |  |  |       |   | (3)              | (3)             |                    | Common<br>Stock                 | 12,422  |   | 12,422   | 12,422   |                                       |                                    |  |  |
| Performance<br>Rights  | (4)   |            |                 |                                 |  |  |       |   | (4)              |                 | (4)                | Common<br>Stock                 | 27,559  | 27,55   |  | ,  | D                                     |                                    |  |  |
| Restricted<br>Stock Units  | (5)   |            |                 |                                 |  |  |       |   | (5)              |                 | (5)                | Common<br>Stock                 | 19,685  |   | 19,685   | 5  | D                                     |                                    |  |  |

## **Explanation of Responses:**

- 1. Each performance right represented a contingent right to receive one share of the issuer's common stock at vesting. The performance rights vested at a rate between 0% and 200% during a three-year performance cycle ending on March 31, 2024 based on the issuer's relative total shareholder return in comparison to the total shareholder return performance cycle. The performance rights, along with 97 dividend equivalent units, vested at 200% of the target award amount and were settled in shares of common stock pursuant to the award agreement terms.
- 2. Each performance right represents a contingent right to receive one share of the issuer's common stock at vesting. The performance rights vest at a rate between 0% and 200% during a three-year performance cycle beginning on April 1, 2022 and ending on March 31, 2025 based on the issuer's relative total shareholder return in comparison to the total shareholder return performance among the Russell 2000 Index over the performance cycle. The performance rights may be settled, at the issuer's discretion, in cash or shares of common stock.
- 3. Each performance right represents a contingent right to receive one share of the issuer's common stock at vesting. The performance rights vest at a rate between 0% and 200% during a three-year performance cycle beginning on April 1, 2023 and ending on March 31, 2026 based on the issuer's relative total shareholder return in comparison to the total shareholder return performance among the Russell 2000 Index over the performance cycle. The performance rights may be settled, at the issuer's discretion, in cash or shares of common stock.
- 4. Each performance right represents a contingent right to receive one share of the issuer's common stock at vesting. The performance rights vest in three equal amounts, at a rate between 0% and 200%, during three performance cycles ending on each of March 31, 2025, 2026, and 2027 based on the issuer's relative total shareholder return in comparison to the total shareholder return performance among the Russell 2000 Index over the performance cycle. The performance rights may be settled, at the issuer's discretion, in cash or shares of common stock.
- 5. Each restricted stock unit represents a contingent right to receive one share of the issuer's common stock at vesting. 40% of the restricted stock units vest no earlier than April 26, 2025 upon the successful recruitment and hiring of a successor Chief Executive Officer; the remaining 60% vest upon the successful first employment anniversary of a successor Chief Executive Officer.

## Remarks:

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- $^{\star}$  If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.