FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

C	UKI	AND	EXCHANGE	COMINISSION

	OMB APPROVAL										
	OMB Number:	3235-0287									
- 1	Estimated average burden										

0.5

hours per response:

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

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan for the purchase or sale of equity securities of the issuer that is

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

	atisfy the affirmative ditions of Rule 10b5-1 on 10.	(c).												
Name and Address of Reporting Person* Tutas David A.					er Name and Ticke INDUSTRIE					k all applicable) Director Officer (give title	g Person(s) to Issuer 10% Owner Other (specify			
(Last) (First) (Middle) 2801 EAST BELTLINE NE					e of Earliest Transac /2024	ction (M	onth/[Day/Year)		below) below) General Counsel				
(Street) GRAND RAPIDS	MI	49525		4. If Amendment, Date of Original Filed (Month/Day/Year)							6. Individual or Joint/Group Filing (Check Applicable Line) Form filed by One Reporting Person Form filed by More than One Reporting Person			
(City)	(State)	(Zip)												
		Table I - No	n-Deriva	tive S	ecurities Acqu	uired,	Disp	osed of, o	or Ben	eficially	Owned			
1. Title of Security (Instr. 3) 2. Transac Date (Month/Date)					Year) Execution Date, if any (Month/Day/Year) (Month/Day/Year) Disposed Of (D) (Instr. 3, 5)				5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)			

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)												
1. Title of	2.	3. Transaction	3A. Deemed	4.	5. Number	6. Date Exercisable and	7. Title and	8. Price of	9. Number of	10.		

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code (8)		of Deriv	rities uired r osed) r. 3, 4	6. Date Exercisable and Expiration Date (Month/Day/Year) (Month/Day/Year) 7. Title and Amount of Securities Underlying Derivative Sect (Instr. 3 and 4)		Amount of Securities Underlying Derivative Security (Instr. 5)		9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)	
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Phantom Stock Units	(1)	11/29/2024		A		7		(2)	(2)	Common Stock	7	\$135.9	18,533 ⁽³⁾	D	

Explanation of Responses:

- 1. 1-for-1
- 2. The phantom stock units were accrued under the Company's Deferred Compensation Plan and are payable in shares of the Company's Common Stock until the reporting person's death, disability or
- 3. Includes units acquired through dividend reinvestment feature.

Remarks:

/s/ Katherine L. Karel, 12/20/2024 Attorney-In-Fact for David A.

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** Signature of Reporting Person Date

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

- * 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.