

Report of Organizational Actions Affecting Basis of Securities

OMB No. 1545-0123

► See separate instructions.

Part I Reporting Issuer

1 Issuer's name		2 Issuer's employer identification number (EIN)	
Fastenal Company		41-0948415	
3 Name of contact for additional information	4 Telephone No. of contact	5 Email address of contact	
Sheryl Lisowski	507-453-8550	slisowsk@fastenal.com	
6 Number and street (or P.O. box if mail is not delivered to street address) of contact		7 City, town, or post office, state, and ZIP code of contact	
2001 Theurer Blvd		Winona, MN 55987	
8 Date of action		9 Classification and description	
5/21/25		Common Stock - 2 for 1 Stock Split	
10 CUSIP number	11 Serial number(s)	12 Ticker symbol	13 Account number(s)
311900104		FAST	

Part II Organizational Action Attach additional statements if needed. See back of form for additional questions.

14 Describe the organizational action and, if applicable, the date of the action or the date against which shareholders' ownership is measured for the action ► On April 23, 2025, Fastenal Company's ('the Company') board of directors approved a two-for-one stock split of the Company's outstanding common stock. Holders of the Company's common stock of record at the close of business on May 5, 2025, received one additional share of common stock for every share of common stock owned. The stock split took effect on May 21, 2025.

15 Describe the quantitative effect of the organizational action on the basis of the security in the hands of a U.S. taxpayer as an adjustment per share or as a percentage of old basis ► As a result of the two-for-one stock split, the total basis of a U.S. taxpayer's investment in Fastenal Company stock will remain the same. However, the basis of each share previously owned will be 50% less and the basis of the additional share received in the two-for-one stock split will equal the remaining 50% basis. There is no gain or loss recognized under section 305(a) as a result of the stock split.

16 Describe the calculation of the change in basis and the data that supports the calculation, such as the market values of securities and the valuation dates ► The shareholder must compute basis for the split shares received by allocating the basis for the 'old' shares between the 'old' and 'new' stock in proportion to their fair market value on the date of distribution. Example: U.S. taxpayer owns one share of Fastenal stock on May 5, 2025 with a cost basis of \$100. After the stock split, the U.S. taxpayer will have two shares, each with a \$50 basis.

Part II Organizational Action (continued)**17** List the applicable Internal Revenue Code section(s) and subsection(s) upon which the tax treatment is based ►

The share split is a non-taxable event to the shareholder pursuant to the Internal Revenue Code Section 305(a), which states that the distributions of a corporation's own stock made with respect to its stock are not taxable to a shareholder. However, pursuant to Internal Revenue Code Section 307(a), the shareholder must compute basis for the split shares received by allocating the basis for the 'old' shares between the 'old' and 'new' stock.

18 Can any resulting loss be recognized? ► The two-for-one stock split will not result in a loss that can be recognized.**19** Provide any other information necessary to implement the adjustment, such as the reportable tax year ► The reportable tax year is 2025 with respect to the common stock holders that are calendar year taxpayers.

THE INFORMATION SET FORTH IN THIS FORM 8937 DOES NOT CONSTITUTE TAX ADVICE, DOES NOT TAKE INTO ACCOUNT ANY STOCKHOLDER'S SPECIFIC FACTS AND CIRCUMSTANCES, AND DOES NOT PURPORT TO BE A COMPLETE SUMMARY OF THE TAX CONSEQUENCES OF THE TWO-FOR-ONE STOCK SPLIT TO A SHAREHOLDER. EACH SHAREHOLDER SHOULD CONSULT SUCH SHAREHOLDER'S TAX ADVISOR WITH RESPECT TO THE TAX CONSEQUENCES OF THE STOCK SPLIT TO SUCH SHAREHOLDER.

Sign Here

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Signature ►

Sheryl Lisowski

Date ►

6-9-25

Print your name ► Sheryl Lisowski

Title ► EVP – Interim CFO, CAO, & Treasurer

Paid Preparer Use Only

Print/Type preparer's name

Preparer's signature

Date

Check ☐ if self-employed

PTIN

Firm's name ►

Firm's EIN ►

Firm's address ►

Phone no.

Send Form 8937 (including accompanying statements) to: Department of the Treasury, Internal Revenue Service, Ogden, UT 84201-0054