



Fastenal Releases 2025 Environmental, Social, and Governance (ESG) Report

WINONA, Minn., July 9, 2025 (BUSINESS WIRE) -- Fastenal Company (Nasdaq: FAST) ('Fastenal', 'we', 'our', or 'us') is proud to announce the publication of our 2025 ESG Report. The report, which covers the year ending December 31, 2024, was produced with reference to the Global Reporting Initiative (GRI) standards and aligns with the ESG disclosure and reporting frameworks established by the Sustainability Accounting Standards Board (SASB, now part of the IFRS Foundation) and the Task Force on Climate-Related Financial Disclosures (TCFD).

The report highlights Fastenal's ongoing foundational work to improve its ESG-related systems, processes, and reporting. It also tells a story of innovation – how our 24,000+ employees are using their talents and creativity to drive improvements in areas like sustainability, safety, cybersecurity, supply chain management, and customer solutions.

Some highlights from the report include:

- Received a second consecutive silver medal from EcoVadis, indicating the quality of Fastenal's sustainability management system ranked in the top 15% of all companies rated by EcoVadis in 2024.
- Completed a double materiality assessment to further refine the most relevant ESG issues for Fastenal's business and stakeholders in preparation for the European Union Corporate Sustainability Reporting Directive (CSRD).⁽¹⁾
- Invested in two leading carbon reporting and compliance solutions to better manage our carbon inventory and illuminate opportunities for innovation and improvement.
- Continued to achieve excellent workplace safety results, including a superior Experience Modification Rate (EMR). EMR is a widely accepted measure of an organization's health and safety risk determined by the National Council on Compensation Insurance. In 2024, Fastenal's EMR was 54% better than the average performance rate for its industry group.

"A central theme of our ESG reports has been simply telling our story and then preparing for what comes next," said Dan Florness, Fastenal's CEO. "Our team has done a great job building systems designed to improve our accounting, reporting, planning, and execution. As a result, we believe we are well positioned to navigate the current regulatory environment and adapt for whatever lies ahead."

VIEW THE REPORT HERE: www.fastenal.com/fast/esg

About Fastenal

With more than 3,500 in-market locations spanning 25 countries, Fastenal supplies a broad offering of fasteners, safety products, metal cutting products, and other industrial supplies to customers engaged in manufacturing, construction, warehousing, wholesale, and state and local government. By investing in local experts and inventory, customer-facing technology, wide-ranging services, and best-in-class sourcing and logistics, we offer a unique combination of capabilities to help our customers reduce cost, risk, and scalability constraints in their global supply chains. This "high-touch, high-tech" approach is reflected in our tagline, *Where Industry Meets Innovation™*.

Additional information regarding Fastenal is available on our website at www.fastenal.com.

⁽¹⁾ In conducting this prioritization exercise as part of our effort to clarify our ESG priorities, vision, and strategy, we have made use of GRI and SASB guidance for 'materiality' assessments. This guidance for seeking stakeholder impact and determining priorities refers to 'material' topics to reflect the issues of importance to us and our stakeholders. Used in this context, these terms are distinct from, and should not be confused with, the terms 'material' and 'materiality' as defined by or construed in accordance with securities law or as used in the context of financial statements and reporting.

Cautionary Note Regarding Forward-Looking Statements

This release includes forward-looking statements, which are subject to risks and uncertainties. These forward-looking statements are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Such statements can be identified by the use of terminology such as anticipate, believe, should, estimate, expect, intend, may, will, plan, goal, project, hope, trend, target, opportunity, and similar words or expressions, or by references to typical outcomes. Fastenal's sustainability goals, projects, plans, pace, aspirations, commitments, and strategies are long-term and aspirational and by their nature include forward-looking statements. As such, no forward looking statement can be guaranteed and actual results may differ materially from those set forth in the forward-looking statements due to a variety of factors, including those described in Fastenal's annual ESG Reports and filings with the Securities and Exchange Commission. Readers are cautioned not to place undue reliance on these forward-looking statements, which speak only as of the date on which they are made. Fastenal undertakes no obligation to update or revise any forward-looking statements.

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