



NOVEMBER 2025 INFORMATION WEB RELEASE

Release date: 12/4/25

Fastenal Company and Subsidiaries (Dollar amounts in thousands)

	2025	2024	Change	
Net sales	\$627,544	\$590,755	6.2%	Daily sales - Net sales divided by the number of business days in the US.
Business days	19	20	(5.0%)	
Daily sales	\$33,029	\$29,538	11.8%	
Impact of currency fluctuations	0.2%	(0.2%)		

			Historical	
Daily sales in January	\$29,647	\$29,085		Historical figures are an average from 2019, and 2021 to 2024. 2020 is excluded as COVID-related surge activity makes the period unrepresentative of normal trends.
Change in daily sales since January	11.4%	1.6%	4.3%	
Daily sales last month	\$33,522	30,121		
Change in daily sales since last month	(1.5%)	(1.9%)	(2.6%)	

			Current Month % of Sales	
Daily sales growth by geography				Calculated using US days and US dollars.
United States	11.9%	2.3%	81.4%	
Canada/Mexico	7.8%	8.7%	14.6%	
Rest of World	27.7%	6.4%	4.0%	
Total Company	11.8%	3.4%		

			Current Month % of Sales	
Daily sales growth by end market				
Heavy Manufacturing	13.0%	4.1%	43.1%	
Other Manufacturing	12.9%	7.1%	32.3%	
Non-residential Construction	8.4%	(1.7%)	8.0%	
Other End Markets	8.1%	(0.6%)	16.6%	

			Current Month % of Sales	
Daily sales growth by product line				
Fasteners	14.6%	0.1%	30.6%	
Safety	8.1%	5.5%	22.4%	
Other	11.9%	5.2%	47.0%	

Growth metrics by customer/channel type

% of Top 100 national accounts growing	71.0%	59.0%	Daily sales growth rates are rounded to whole percentage rates.
% of in-market locations growing	62.9%	49.3%	
Daily sales growth - contract customers	13.0%	7.0%	Contract sales include sales realized under national account, government, and local contracts.
Daily sales growth - non-contract customers	8.0%	(5.0%)	
Daily sales growth - eBusiness*	7.0%	28.0%	
Daily sales growth - FMI	17.0%	10.0%	FMI – Fastenal Managed Inventory

Employee headcount at month end**	Nov-25	Nov-24	Change	Oct-25	Change
Selling personnel - FTE***	15,452	15,063	2.6%	15,450	0.0%
Distribution/Transportation personnel - FTE	3,142	2,979	5.5%	3,074	2.2%
Manufacturing personnel - FTE	964	923	4.4%	980	(1.6%)
Organizational support personnel - FTE***	2,143	2,007	6.8%	2,127	0.8%
Total personnel - FTE	21,701	20,972	3.5%	21,631	0.3%
Total personnel - absolute	24,595	23,661	3.9%	24,539	0.2%

FTE - Full-time equivalent headcount.

* Our eBusiness includes eProcurement activities, which are integrated transactions, including electronic data interchange (EDI), and eCommerce (transactional website sales). Growth of our eBusiness reflects both new sales that enhance our growth rate and a shift in existing sales from non-digital to digital processes that improves efficiency.

** In the fourth quarter of 2024, we realigned certain employees as a result of a routine review of our organizational structure. While there was no change to total absolute or FTE headcount, it produced minor shifting between headcount categories. Historical numbers have been adjusted to reflect this realignment.

*** Of our Selling Personnel, 80%-85% are attached to a specific in-market location. Organizational support personnel consists of: (1) Sales Support personnel (37%-42% of category), which includes sourcing, purchasing, supply chain, product development, etc.; (2) Information Technology personnel (35%-40% of category); and (3) Administrative Support personnel (22%-27% of category), which includes human resources, Fastenal School of Business, accounting and finance, senior management, etc.

Next monthly sales release date: **Monday, January 19, 2026 at 6:00 AM (central time)**

Next earnings release date: **Monday, January 19, 2026 at 6:00 AM (central time)**

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