



DECEMBER 2025 INFORMATION WEB RELEASE

Release date: 1/20/26

Fastenal Company and Subsidiaries (Dollar amounts in thousands)

	2025	2024	Change	
Net sales	\$628,856	\$541,015	16.2%	Daily sales - Net sales divided by the number of business days in the US.
Business days	21	20	5.0%	
Daily sales	\$29,946	\$27,051	10.7%	
Impact of currency fluctuations	0.5%	(0.5%)		

			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	1.0%	(7.0%)	(2.9%)	
Daily sales last month	\$33,029	29,538		
Change in daily sales since last month	(9.3%)	(8.4%)	(6.9%)	

			Current Month % of Sales	
Daily sales growth by geography				Calculated using US days and US dollars.
United States	10.2%	0.0%	83.7%	
Canada/Mexico	11.5%	0.6%	12.8%	
Rest of World	19.9%	(2.6%)	3.5%	
Total Company	10.7%	0.0%		

			Current Month % of Sales	
Daily sales growth by end market				
Heavy Manufacturing	14.4%	(2.6%)	42.5%	
Other Manufacturing	13.3%	4.4%	32.9%	
Non-residential Construction	10.8%	(5.7%)	7.9%	
Other End Markets	(1.5%)	2.3%	16.7%	

			Current Month % of Sales	
Daily sales growth by product line				
Fasteners	10.8%	(2.2%)	29.6%	
Safety	9.2%	3.0%	23.2%	
Other	11.8%	1.6%	47.2%	

Growth metrics by customer/channel type

% of Top 100 national accounts growing	66.0%	45.0%	Daily sales growth rates are rounded to whole percentage rates.
% of in-market locations growing	64.2%	46.6%	
Daily sales growth - contract customers	13.0%	3.0%	Contract sales include sales realized under national account, government, and local contracts.
Daily sales growth - non-contract customers	4.0%	(6.0%)	
Daily sales growth - eBusiness*	7.0%	28.0%	
Daily sales growth - FMI	16.0%	8.0%	FMI – Fastenal Managed Inventory

Employee headcount at month end**	Dec-25	Dec-24	Change	Nov-25	Change
Selling personnel - FTE***	15,439	15,014	2.8%	15,452	(0.1%)
Distribution/Transportation personnel - FTE	3,056	2,997	2.0%	3,142	(2.7%)
Manufacturing personnel - FTE	958	936	2.4%	964	(0.6%)
Organizational support personnel - FTE***	2,149	2,011	6.9%	2,143	0.3%
Total personnel - FTE	21,602	20,958	3.1%	21,701	(0.5%)
Total personnel - absolute	24,489	23,702	3.3%	24,595	(0.4%)

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 (34%-39% 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: **Thursday, February 5, 2026 at 6:00 AM (central time)**

Next earnings release date: **Monday, April 13, 2026 at 6:00 AM (central time)**

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