FASTENAL®

OCTOBER 2025 INFORMATION WEB RELEASE

Release date: 11/6/25

Fastenal Company and Subsidiaries (Dollar amounts in thousands)	2025	2024	Change	
Net sales	$771,008	$692,777	**11.3%**	Daily sales - Net sales divided by the number of business days in the US.
Business days	23	23	0.0%	
Daily sales	**$33,522**	**$30,121**	**11.3%**	
Impact of currency fluctuations	0.0%	0.1%		

			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	13.1%	3.6%	7.1%	
Daily sales last month	$34,364	31,184		
Change in daily sales since last month	(2.5%)	(3.4%)	(2.2%)	

Daily sales growth by geography			Current Month % of Sales	
United States	11.1%	2.3%	83.3%	Calculated using US days and US dollars.
Canada/Mexico	9.9%	4.2%	13.3%	
Rest of World	22.7%	9.2%	3.4%	
Total Company	11.3%	2.8%		

Daily sales growth by end market			Current Month % of Sales
Heavy Manufacturing	11.5%	3.1%	42.9%
Other Manufacturing	13.2%	4.9%	32.4%
Non-residential Construction	10.9%	(4.9%)	8.4%
Other End Markets	7.3%	2.9%	16.3%

Daily sales growth by product line			Current Month % of Sales
Fasteners	12.8%	(2.0%)	30.6%
Safety	8.9%	5.8%	22.0%
Other	11.6%	5.1%	47.4%

Growth metrics by customer/channel type			
% of Top 100 national accounts growing	66.0%	61.0%	Daily sales growth rates are rounded to whole percentage rates.
% of in-market locations growing	63.9%	49.7%	
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	6.0%	(6.0%)	
Daily sales growth - eBusiness*	6.0%	27.0%	
Daily sales growth - FMI	17.0%	7.0%	FMI – Fastenal Managed Inventory

Employee headcount at month end**	Oct-25	Oct-24	Change	Sep-25	Change
Selling personnel - FTE***	15,450	14,989	3.1%	15,414	0.2%
Distribution/Transportation personnel - FTE	3,074	2,985	3.0%	3,057	0.6%
Manufacturing personnel - FTE	980	924	6.1%	973	0.7%
Organizational support personnel - FTE***	2,127	2,004	6.1%	2,124	0.1%
Total personnel - FTE	**21,631**	**20,902**	**3.5%**	**21,568**	**0.3%**
Total personnel - absolute	**24,539**	**23,651**	**3.8%**	**24,438**	**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 (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: **Thursday, December 4, 2025 at 6:00 AM (central time)**
Next earnings release date: **Monday, January 19, 2026 at 6:00 AM (central time)**

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Direct and Indirect Materials Reporting Update

From a product portfolio perspective, we classify our offerings into three primary categories: fasteners, safety supplies, and other product lines. The 'other product lines' category encompasses eight smaller product segments, including tools, janitorial supplies, and cutting tools. Prior to the fourth quarter of 2025, our fastener reporting focused on the segmentation of original equipment manufacturing (OEM) and maintenance, repair, and operations (MRO) fasteners.

We have enhanced our analytical capabilities through significant investments in our customer master data management system. This has enabled us to deliver more granular insights into our customer site performance.

With these improvements, we are sharing a more comprehensive breakdown of our Direct (OEM/Production) business and our Indirect (MRO/Facilities Maintenance) business. This extends beyond fasteners to include a broader range of product categories. Direct Products are all materials that can be directly traced to the finished good. It is important to note that our classification of Direct Cutting Tools and Abrasives includes production-supporting products which, while essential to the manufacturing process, may not be present in the finished good. Indirect Products are the materials used that cannot be directly traced to a finished good. The Other category represents product sales that do not fit directly into one of these categories.

Starting in the fourth quarter of 2025, we expect to update our financial disclosures to reflect this new approach to product categorization. To facilitate a smooth transition and provide comparability, we have included quarterly reporting for the last several years. The first table details, by quarter, the percentage of each product category to total product sales (Percentage of Product Sales). The second table illustrates, by quarter, the daily sales rate (DSR) growth for each category (DSR Growth). Historical sales have been updated to align with the new product categorizations and may not be recalculable due to rounding.

Percentage of Product Sales

% of Product Sales	QTR	Direct	Direct Fasteners/ Hardware	Direct Cutting Tools and Abrasives	Direct Non-Fasteners/ Hardware	Indirect	Indirect Fasteners/ Hardware	Indirect Safety	Indirect Non-Fasteners/Hardware & Non-Safety	Other
2017	Q1	35.9%	20.9%	4.5%	10.5%	64.1%	14.3%	14.6%	35.2%	0.0%
	Q2	35.4%	20.5%	4.5%	10.4%	63.4%	14.1%	14.8%	34.5%	1.2%
	Q3	35.2%	20.4%	4.4%	10.4%	63.6%	13.8%	15.2%	34.6%	1.2%
	Q4	35.5%	20.5%	4.5%	10.5%	63.5%	13.3%	15.6%	34.6%	1.0%
2018	Q1	35.7%	20.7%	4.5%	10.5%	63.2%	13.1%	15.6%	34.5%	1.1%
	Q2	35.7%	20.8%	4.4%	10.5%	63.1%	13.2%	15.7%	34.2%	1.2%
	Q3	35.3%	20.4%	4.4%	10.5%	63.5%	12.9%	16.0%	34.6%	1.2%
	Q4	35.4%	20.4%	4.6%	10.4%	63.3%	12.5%	16.5%	34.3%	1.3%
2019	Q1	36.5%	21.1%	4.7%	10.7%	62.3%	12.4%	16.0%	33.9%	1.2%
	Q2	36.2%	20.8%	4.7%	10.7%	62.9%	12.6%	16.2%	34.1%	0.9%
	Q3	35.4%	20.0%	4.7%	10.7%	63.6%	12.5%	16.8%	34.3%	1.0%
	Q4	35.6%	19.9%	4.8%	10.9%	63.4%	12.5%	17.3%	33.6%	1.0%
2020	Q1	35.1%	19.7%	4.6%	10.8%	64.0%	12.2%	18.4%	33.4%	0.9%
	Q2*	26.4%	15.2%	3.2%	8.0%	73.1%	9.7%	28.5%	34.9%	0.5%
	Q3	31.8%	18.1%	4.0%	9.7%	67.6%	11.5%	19.7%	36.4%	0.6%
	Q4	33.0%	18.7%	4.1%	10.2%	66.2%	11.1%	20.3%	34.8%	0.8%
2021	Q1	35.4%	20.1%	4.5%	10.8%	64.0%	11.6%	19.0%	33.4%	0.6%
	Q2	35.9%	20.5%	4.5%	10.9%	63.4%	12.2%	18.7%	32.5%	0.7%
	Q3	35.5%	20.3%	4.5%	10.7%	63.8%	12.3%	18.9%	32.6%	0.7%
	Q4	36.4%	20.9%	4.5%	11.0%	63.1%	12.0%	19.7%	31.4%	0.5%
2022	Q1	37.3%	21.7%	4.6%	11.0%	62.2%	12.0%	19.8%	30.4%	0.5%
	Q2	37.9%	22.1%	4.7%	11.1%	61.7%	11.9%	19.3%	30.5%	0.4%
	Q3	38.2%	22.1%	4.7%	11.4%	61.3%	11.4%	19.6%	30.3%	0.5%
	Q4	38.1%	21.6%	4.9%	11.6%	61.6%	10.9%	20.4%	30.3%	0.3%
2023	Q1	38.7%	22.0%	5.1%	11.6%	61.0%	11.1%	19.6%	30.3%	0.3%
	Q2	38.7%	21.5%	5.2%	12.0%	60.8%	10.5%	19.8%	30.5%	0.5%
	Q3	38.2%	21.2%	5.0%	12.0%	61.4%	10.3%	20.6%	30.5%	0.4%
	Q4	37.7%	20.6%	5.1%	12.0%	61.9%	10.0%	21.8%	30.1%	0.4%
2024	Q1	38.5%	21.0%	5.2%	12.3%	61.0%	10.0%	20.9%	30.1%	0.5%
	Q2	38.3%	20.7%	5.2%	12.4%	61.3%	9.9%	21.0%	30.4%	0.4%
	Q3	38.0%	20.2%	5.2%	12.6%	61.8%	9.7%	21.6%	30.5%	0.2%
	Q4	37.8%	20.3%	5.1%	12.4%	62.2%	9.6%	22.2%	30.4%	0.0%
2025	Q1	38.7%	20.7%	5.2%	12.8%	61.4%	9.7%	21.3%	30.4%	-0.1%
	Q2	38.7%	20.7%	5.2%	12.8%	61.3%	9.7%	21.4%	30.2%	0.0%
	Q3	38.9%	20.9%	5.2%	12.8%	61.1%	10.0%	21.4%	29.7%	0.0%

*Please note that the second quarter of 2020 includes “surge”-type sales as a result of a sharp increase in demand of personal protection equipment in response to the COVID-19 pandemic.

DSR Growth

DSR Growth	QTR	Direct	Direct Fasteners/ Hardware	Direct Cutting Tools and Abrasives	Direct Non-Fasteners/ Hardware	Indirect	Indirect Fasteners/ Hardware	Indirect Safety	Indirect Non-Fasteners/Hardware & Non-Safety	Total DSR Growth
2018	Q1	13.2%	12.6%	12.8%	14.5%	11.8%	4.0%	21.0%	11.2%	13.2%
	Q2	14.4%	15.0%	11.1%	14.7%	12.9%	6.3%	20.7%	12.3%	13.1%
	Q3	13.6%	13.5%	13.6%	13.9%	13.3%	5.8%	19.9%	13.4%	13.0%
	Q4	13.4%	12.8%	18.2%	12.6%	13.4%	7.3%	20.1%	12.7%	13.2%
2019	Q1	15.0%	14.9%	17.9%	14.2%	11.0%	6.6%	15.5%	10.6%	12.2%
	Q2	9.6%	8.0%	16.7%	10.0%	7.5%	2.6%	11.2%	7.7%	7.9%
	Q3	6.7%	4.2%	14.1%	8.6%	6.4%	3.0%	11.3%	5.4%	6.1%
	Q4	4.6%	1.5%	7.3%	9.3%	3.9%	3.6%	8.6%	1.8%	3.7%
2020	Q1	-0.8%	-4.0%	1.8%	4.2%	5.6%	0.9%	18.5%	1.3%	2.8%
	Q2*	-18.9%	-18.8%	-23.7%	-17.2%	29.2%	-14.6%	95.9%	13.7%	10.3%
	Q3	-7.9%	-7.1%	-13.6%	-7.1%	9.3%	-5.4%	20.8%	9.0%	2.5%
	Q4	-1.2%	0.2%	-8.0%	-0.9%	11.4%	-5.1%	25.2%	10.5%	6.4%
2021	Q1	6.0%	7.6%	1.6%	5.0%	5.4%	0.4%	8.6%	5.5%	5.3%
	Q2	35.0%	34.3%	37.4%	35.2%	-13.6%	26.1%	-34.6%	-7.4%	-0.1%
	Q3	23.1%	23.3%	25.5%	21.8%	3.6%	17.4%	5.2%	-1.6%	10.0%
	Q4	25.5%	27.0%	23.7%	23.5%	8.9%	22.9%	11.2%	3.0%	14.6%
2022	Q1	24.6%	27.2%	22.1%	20.7%	14.9%	22.3%	23.2%	7.6%	18.4%
	Q2	24.3%	26.5%	24.1%	20.3%	14.3%	14.2%	21.1%	10.3%	18.0%
	Q3	24.2%	25.7%	20.7%	22.9%	11.1%	7.5%	20.1%	7.3%	16.0%
	Q4	16.2%	14.9%	21.8%	16.5%	8.1%	1.3%	14.6%	6.7%	10.7%
2023	Q1	13.3%	11.0%	20.0%	15.1%	6.8%	0.5%	7.9%	8.6%	9.1%
	Q2	8.2%	3.4%	16.4%	14.3%	4.7%	-6.3%	9.0%	6.3%	5.9%
	Q3	3.9%	-0.1%	10.0%	9.3%	4.5%	-5.9%	9.4%	5.3%	4.0%
	Q4	2.6%	-1.1%	6.5%	7.8%	4.1%	-5.3%	10.7%	3.0%	3.7%
2024	Q1	1.5%	-2.7%	5.0%	8.1%	2.2%	-7.5%	9.1%	1.4%	1.9%
	Q2	0.7%	-2.1%	1.7%	5.4%	2.7%	-3.8%	8.0%	1.4%	1.8%
	Q3	1.6%	-2.7%	5.4%	7.5%	2.4%	-4.2%	6.7%	1.7%	1.9%
	Q4	2.7%	0.7%	3.5%	5.8%	3.1%	-1.9%	4.5%	3.6%	2.1%
2025	Q1	5.4%	3.5%	4.6%	9.1%	5.5%	1.1%	6.9%	6.1%	5.0%
	Q2	9.7%	8.7%	8.0%	11.9%	8.6%	6.2%	10.5%	8.0%	8.6%
	Q3	14.2%	15.3%	13.4%	12.9%	10.4%	15.3%	10.6%	8.7%	11.7%

*Please note that the second quarter of 2020 includes “surge”-type sales as a result of a sharp increase in demand of personal protection equipment in response to the COVID-19 pandemic.