

Cybersecurity Overview

Winona, Minnesota – May 2nd, 2022 – Fastenal Company (Nasdaq:FAST), leader in the wholesale distribution of industrial and construction supplies, has received ISO 27001:2013 certification for its Information Security Management System (ISMS).

ISO 27001:2013 is an information security standard published by the International Organization for Standardization (ISO), the world's largest developer of voluntary international standards, and the International Electrotechnical Commission (IEC). Fastenal Company's certification was issued by A-LIGN, an independent and accredited certification body based in the United States on successful completion of a formal audit process. This certification is evidence that Fastenal Company has met rigorous international standards in ensuring the confidentiality, integrity, and availability of data. This certification also demonstrates our commitment to information security at every level and ensuring security of data and information has been addressed, and proper controls have been implemented within all areas of the organization.

Fastenal's Information Technology Security team is tasked with monitoring cybersecurity and operational risks related to information security and system disruption. We employ measures designed to protect against, detect and respond to cyber events or attacks. We have implemented processes and procedures aligned with our ISMS to support and promote resilient programs including; enterprise security framework and cybersecurity standards, cyber awareness and training plans, security assessments and monitoring, restricted physical access to critical areas, servers and network equipment along with incident response, crisis management, business continuity, and disaster recovery plans.

Our Board of Directors and Audit Committee are actively engaged in the oversight of our information security program and updated on a quarterly basis. Fastenal's Audit Committee receives regular, quarterly reports on information security from our Senior Vice President of Information Technology Infrastructure & Security. Additionally, our Executive Leadership team is briefed on information security on a quarterly basis or more regularly by members of our IT security, compliance, governance, and audit teams.

Fastenal conducts cyber security training and compliance exercises in connection with our information security program. Our security training consists of educational material and compliance testing administered to all Fastenal employees, which are tracked and recorded throughout the year. The results and progress of our security training are shared with Executive Leadership, our Audit Committee, and Board of Directors each quarter. For question or concerns contact esg@fastenal.com

