

C0. Introduction

C0.1

(C0.1) Give a general description and introduction to your organization.

Who We Are

Today, Fastenal is many things to many different customers, an expert consultant, a logistics company, a technology provider, and more generally a distributor of wide-ranging industrial and construction products. These aspects of service share a common foundation: great people, close to our customers.

Our service model centers on approximately 3,300+ in-market locations (a combination of public branches and customer-specific onsites), each providing custom inventory and a dedicated sales team to support local customers. These locations are supported by our global distribution network, a closely-aligned supplier network, robust sourcing, quality and manufacturing resources, and multiple teams of subject matter experts and support personnel – all working toward Fastenal's common goal of *Growth Through Customer Service®*.

We do not just sell and ship products, we offer a toolbox of solutions, services, and subject matter experts to help your business reduce costs, increase productivity, and ultimately do more of what you do best. Options include:

- Solutions: Wide-ranging services and solutions to help your business reduce inventory, touches, and supply chain waste. This includes a suite of technology solutions to monitor, track, and control everyday supplies.
- Industrial Services: A variety of services to help you get more out of your equipment in terms of performance, safety, accuracy, and longevity.
- Manufacturing services: Producing custom products to meet your unique needs, from high-volume fasteners to complex machined parts.

The Power of Presence

In an industry that's becoming increasingly centralized, standardized, and transactional, we're invested in moving closer to your business – in terms of proximity and partnership. Bring us your supply chain challenges, and we'll tap into our global resources to provide a custom solution through our 3,300+ in-market locations in 25 countries. We currently employ more than 22,000 employees in 26 countries globally.

ESG Vision

As a catalyst for innovation and positive change, we strive to provide exceptional value to our customers by **empowering people, preserving our world, and serving as a trusted supply chain partner**. Here's a closer look:

- People: We foster a safe and welcoming workplace for all, prioritize employee development, and empower our 'Blue Team' to create opportunities for themselves and achieve positive outcomes for our customers and the community.
- Planet: We work to reduce consumption and environmental impacts throughout our operations and provide solutions to help our customers do the same.
- Trusted Partner: As a vital part of our customers' operations, we are committed to providing a supply chain that is efficient, resilient, and responsible

C0.2

(C0.2) State the start and end date of the year for which you are reporting data and indicate whether you will be providing emissions data for past reporting years.

Reporting year

Start date

January 1 2022

End date

December 31 2022

Indicate if you are providing emissions data for past reporting years

Yes

Select the number of past reporting years you will be providing Scope 1 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 2 emissions data for

3 years

Select the number of past reporting years you will be providing Scope 3 emissions data for

Not providing past emissions data for Scope 3

C0.3

(C0.3) Select the countries/areas in which you operate.

Austria
Belgium
Brazil
Canada
Chile
China
Czechia
France
Germany
Hungary
India
Ireland
Italy
Malaysia
Mexico
Netherlands
Panama
Poland
Romania
Singapore
Spain
Sweden
Switzerland
Taiwan, China
Thailand
United Kingdom of Great Britain and Northern Ireland
United States of America

C0.4

(C0.4) Select the currency used for all financial information disclosed throughout your response.

USD

C0.5

(C0.5) Select the option that describes the reporting boundary for which climate-related impacts on your business are being reported. Note that this option should align with your chosen approach for consolidating your GHG inventory.

Operational control

C0.8

(C0.8) Does your organization have an ISIN code or another unique identifier (e.g., Ticker, CUSIP, etc.)?

Indicate whether you are able to provide a unique identifier for your organization	Provide your unique identifier
Yes, an ISIN code	US3119001044
Yes, a Ticker symbol	FAST
Yes, a CUSIP number	311900104

C1. Governance

C1.1

(C1.1) Is there board-level oversight of climate-related issues within your organization?

Yes

C1.1a

(C1.1a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for climate-related issues.

Position of individual or committee	Responsibilities for climate-related issues
Board-level committee	Within the Board of Directors, there exists a specialized committee composed of all independent directors, known as the Nominating and Corporate Governance Committee (NCG), responsible for overseeing ESG-related activities. The NCG convenes as frequently as its members deem necessary to fulfill the committee's responsibilities, with a minimum requirement of an annual meeting. In the year 2022, the NCG held four meetings with 100% attendance. In addition to this committee, the Audit Committee assumes the responsibility of overseeing major risk exposures, including those pertaining to ESG. Furthermore, the committee receives quarterly updates from the ESG team to stay informed about the progress and developments related to ESG initiatives.
Board Chair	The Board Chair is the primary liaison between senior management and the independent directors and provides strategic input and leadership to our executive officers. With input from the other board members, committee chairs, and management, he develops the agenda for board meetings, sets board meeting schedules, and presides over meetings of the board. On matters of enterprise risk, including financial, operational, competitive, compliance, cyber security, reputational, and ESG matters, the full board has oversight responsibility and receives leadership and guidance on these topics from the Audit, Compensation, and Nominating and Corporate Governance committees. This includes steps to monitor, manage, and mitigate such risks. Our standing committees support the board by addressing specific matters involving enterprise risk that relate to their respective areas of oversight.

C1.1b

(C1.1b) Provide further details on the board's oversight of climate-related issues.

Frequency with which climate-related issues are a scheduled agenda item	Governance mechanisms into which climate-related issues are integrated	Scope of board-level oversight	Please explain
Scheduled – some meetings	Reviewing and guiding strategy Reviewing and guiding the risk management process	<Not Applicable>	The Board of Directors of Fastenal acknowledges the importance of creating sustainable long-term value for the Company's shareholders and stakeholders. To accomplish this, the Board actively engages in formulating, planning, and overseeing the implementation of Fastenal's strategy, encompassing operational, financial, regulatory, and ESG considerations. ESG initiatives are seamlessly integrated into the Company's overall strategy and operations. The Nominating and Corporate Governance Committee (NCG), comprised of all independent directors and operating as a committee of the Board, assumes the responsibility of overseeing ESG matters. The NCG receives a comprehensive quarterly update of Fastenal's ESG programs and reporting encompassing various facets, including environmental sustainability, social responsibility to communities, governance practices, corporate culture, and strategy. Furthermore, the Audit Committee assumes the responsibility of overseeing major risk exposures for the Company, including those related to ESG considerations. In addition to the annual reviews from the two committees, the Board receives routine reports and updates on ESG matters on a quarterly basis. These updates serve as a means to promote transparency and provide opportunities for the board to engage in discussions and gain insights into Fastenal's ESG practices and policies. Through these rigorous governance practices and proactive engagement efforts, the Board actively demonstrates its commitment to integrating ESG and climate related issues into Fastenal's strategy, operations, and reporting. This commitment underscores the Board's dedication to creating sustainable value for the Company and its stakeholders.

C1.1d

(C1.1d) Does your organization have at least one board member with competence on climate-related issues?

	Board member(s) have competence on climate-related issues	Criteria used to assess competence of board member(s) on climate-related issues	Primary reason for no board-level competence on climate-related issues	Explain why your organization does not have at least one board member with competence on climate-related issues and any plans to address board-level competence in the future
Row 1	Yes	<p>The Nominating and Corporate Governance Committee (NCG Committee) plays a vital role in assessing the competence of directors, including their ability to contribute to climate-related issues. The committee carefully reviews, selects, and recommends individuals for board membership based on an evaluation of the incumbent directors' characteristics, contributions, and potential needs that can be fulfilled through new directors. When considering potential candidates, the NCG Committee seeks individuals who possess the necessary background, skills, and expertise to make a significant impact on the Company and its shareholders. These desired qualities encompass:</p> <ol style="list-style-type: none"> 1. Leadership Experience: Candidates with demonstrated leadership experience in business or administrative activities are valued for their ability to provide strategic guidance and drive positive change in addressing climate-related challenges. 2. Broad Knowledge: The committee looks for candidates who possess a comprehensive understanding of the issues and factors that affect the Company, including those related to climate change and sustainability. This knowledge enables them to make informed decisions and contribute to the Company's response to climate-related issues. 3. Special Expertise: The NCG Committee values candidates who bring special expertise to Board or committee activities, particularly in areas relevant to climate-related matters. This expertise can include environmental science, sustainability practices, renewable energy, or other related fields that contribute to the Company's ability to address climate challenges effectively. <p>By considering these qualities in the selection and recommendation process, the NCG Committee ensures that the Board includes individuals with the competence and skills necessary to navigate climate-related issues and contribute meaningfully to the Company's sustainability efforts.</p>	<Not Applicable>	<Not Applicable>

C1.2

(C1.2) Provide the highest management-level position(s) or committee(s) with responsibility for climate-related issues.

Position or committee

Chief Financial Officer (CFO)

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Integrating climate-related issues into the strategy
Monitoring progress against climate-related corporate targets

Coverage of responsibilities

<Not Applicable>

Reporting line

CEO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Half-yearly

Please explain

Senior Executive, Overseeing and approving broad direction and strategies on climate and other ESG matters with primary responsibility for external engagement and setting overall strategy. Reviews progress in bi-monthly meetings with Internal Audit Manager.

Position or committee

Other, please specify (Internal Audit Manager)

Climate-related responsibilities of this position

Managing annual budgets for climate mitigation activities
Providing climate-related employee incentives
Integrating climate-related issues into the strategy

Coverage of responsibilities

<Not Applicable>

Reporting line

Finance - CFO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

Half-yearly

Please explain

Internal Audit Manager, overseeing the activities of our ESG Manager; conducting Enterprise Risk Management (ERM) processes to measure the degree of risk (ESG and other matters). Reports directly to CFO and oversees individuals involved with ESG matters and is primarily responsible for ERM processes. Reviews progress in bi-monthly meetings with ESG Manager.

Position or committee

Environmental, Health, and Safety manager

Climate-related responsibilities of this position

Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D)
Providing climate-related employee incentives
Integrating climate-related issues into the strategy

Coverage of responsibilities

<Not Applicable>

Reporting line

Operations - COO reporting line

Frequency of reporting to the board on climate-related issues via this reporting line

As important matters arise

Please explain

Fastenal's EHS & sustainability director is responsible for overseeing and implementing strategies to ensure compliance with environmental regulations, maintaining workplace safety, and promoting employee health. They play a crucial role in developing and enforcing policies and procedures that minimize risks, prevent accidents, and protect the environment. The director ensures that the other EHS Managers conduct energy assessments, audits, and inspections to identify potential opportunities for emission reductions. This team also provides training and education to employees on safety protocols, environmental practices, and health-related matters.

C1.3

(C1.3) Do you provide incentives for the management of climate-related issues, including the attainment of targets?

	Provide incentives for the management of climate-related issues	Comment
Row 1	Yes	

C1.3a

(C1.3a) Provide further details on the incentives provided for the management of climate-related issues (do not include the names of individuals).

Entitled to incentive

Environment/Sustainability manager

Type of incentive

Monetary reward

Incentive(s)

Bonus – set figure

Performance indicator(s)

Company performance against a climate-related sustainability index (e.g., DJSI, CDP Climate Change score etc.)

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

A primary role and responsibility of the Environmental, Social, and Governance Manager is to monitor and report on climate-related issues and metrics. The completion of benchmark reporting surveys and questionnaires results in a monetary incentive for this role.

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

Entitled to incentive

Environmental, health, and safety manager

Type of incentive

Monetary reward

Incentive(s)

Bonus – set figure

Performance indicator(s)

Implementation of an emissions reduction initiative

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

Entitled to incentive

Environmental, health, and safety manager

Type of incentive

Non-monetary reward

Incentive(s)

Internal team/employee of the month/quarter/year recognition

Performance indicator(s)

Implementation of an emissions reduction initiative

Incentive plan(s) this incentive is linked to

Short-Term Incentive Plan

Further details of incentive(s)

Explain how this incentive contributes to the implementation of your organization's climate commitments and/or climate transition plan

C2. Risks and opportunities

C2.1

(C2.1) Does your organization have a process for identifying, assessing, and responding to climate-related risks and opportunities?

Yes

C2.1a

(C2.1a) How does your organization define short-, medium- and long-term time horizons?

	From (years)	To (years)	Comment
Short-term	0	1	Fastenal assesses short term climate related risks through an onset and likelihood scale. Short term risk is classified as items that have a very rapid onset; little or no warning or could have an instantaneous onset. These items are assessed as risks that have greater than 75% probability of existence in our current business operations.
Medium-term	1	2	Medium term risk is classified as items that have a medium or high rate of onset occurring within the next 2 years. These items are assessed for an onset period to occur with a 50%-75% chance of occurring within the next 2 years..
Long-term	2	10	Long term risk is classified as items that have a rate of onset to occur from several months to years. These items are assessed with a 0%-50% chance of occurring in the next 2 years. The risk event is unlikely to occur over the next 2 years and has not occurred in the past 5 years.

C2.1b

(C2.1b) How does your organization define substantive financial or strategic impact on your business?

Enterprise Risk Management:

Fastenal's Enterprise Risk Management (ERM) function leverages our Company's ERM framework, policies, and definitions to measure and monitor risks entity-wide. We have aligned to the Committee of Sponsoring Organizations (COSO) ERM Framework - Integrating with Strategy and Performance. We have defined both quantitative and qualitative factors and descriptions to be used when assessing risks. We consider both inherent and residual risk during the assessment process along with speed of onset, likelihood, and impact. During this process, we define substantive financial or strategically impactful risks as risks which have an inherent quantitative (financial) risk factor of 3 or higher on a 4 point scale or a quantitative and qualitative blended inherent risk of 2 or higher on a 4 point scale. During our risk assessment process we consider Financial Impact, Shareholder value, Reputational risk, Legal/Regulatory risk, Customer impact, Employee risk, and Operational risks. We then apply additional factors to quantify our residual risk rating. These additional factors include Complexity, Controls, Speed or Response, Technology/Systems/Data, Third-Party risks, and Assurance.

C2.2

(C2.2) Describe your process(es) for identifying, assessing and responding to climate-related risks and opportunities.

Value chain stage(s) covered

- Direct operations
- Upstream
- Downstream

Risk management process

Integrated into multi-disciplinary company-wide risk management process

Frequency of assessment

Annually

Time horizon(s) covered

- Short-term
- Medium-term
- Long-term

Description of process

Fastenal's Enterprise Risk Management (ERM) function leverages our Company's ERM framework, policies, and definitions to measure and monitor risks entity-wide. We have aligned to the Committee of Sponsoring Organizations (COSO) ERM Framework - Integrating with Strategy and Performance. The Audit Committee of the Board of Directors has ultimate oversight responsibility of our ERM program as defined in the Company's Audit Committee Charter. Our Nominating and Corporate Governance Committee has specific responsibility for Environmental, Social, and Governance (ESG) risks as described in our Proxy statement. The Board, Audit Committee, or Nominating and Corporate Governance Committee receive regular updates on top risks to the organization including updates on operational, IT, cybersecurity and ESG risks. We have formally engaged with leadership since 2017 to identify top risks to the organization.

The ERM team surveys leadership and conducts internal risk discussions at least annually to identify top risks to the organization. Since 2017, we have identified the top-18 risks to the organization (starting with the top-5 in 2017 and expanding scope over the course of time). Each risk has a defined owner who is responsible for understanding the risk, developing monitoring and mitigation procedures (if applicable), and making decisions in alignment with our defined risk appetite statement.

Risk owners are responsible for monitoring their specific KRI's and reporting to the ERM team and the ERM team reports back to the Audit Committee of the BOD at least annually on all the top risks identified. On a quarterly basis risk owners of one or more risks, are invited to formally address the Audit Committee of the Board of Directors to provide a deeper insight into the risk they own. These conversations lead to a deeper understanding of risk across the Audit Committee of the Board of Directors and allows valuable conversation to be had and input and guidance to be provided.

C2.2a

(C2.2a) Which risk types are considered in your organization's climate-related risk assessments?

	Relevance & inclusion	Please explain
Current regulation	Relevant, always included	Fastenal Company complies with all applicable laws and regulations regarding hazardous materials. Our suppliers are required to provide OSHA, GHS, and/or relevant compliant safety data sheets as applicable to comply with, and furnish all information evidencing compliance with all federal, state, or local laws and regulations regarding the environment. Our suppliers providing any hazardous products defined by state and federal regulations, including without limitation the Federal Department of Transportation and California Prop 65, label those items in accordance with such regulations.
Emerging regulation	Relevant, always included	Fastenal Company's Supply Chain Compliance team performs Impact Reports regarding all applicable emerging regulations globally to identify the scope of the change, current state, and organizational impacts relating to reputational/brand, quality, regulatory/legal/compliance, operations ability to achieve strategic objectives.
Technology	Relevant, always included	The data security of Fastenal, including physical assurance of data storage, is a consideration during operational development and expansion strategies. Increased frequency and magnitude of weather-related events as well as availability, cost and redundancy of power pose a threat to our data centers and backup data centers and fall into consideration when determining site locations and creating building management systems.
Legal	Relevant, always included	<p>Products sold by Fastenal may have potential material liability for property damage, environmental damage, personal injury, or death linked to the use of those products by our customers. Some of our customers operate in challenging industries where there is a material risk of catastrophic events. We are actively seeking to expand our sales to certain categories of customers, some of whose businesses may entail heightened levels of such risk. If any of these events are linked to the use by our customers of any of our products, claims could be brought against us by those customers, by governmental authorities, and by third parties who are injured or damaged as a result of such events. In addition, our reputation could be adversely affected by negative publicity surrounding such events regardless of whether or not claims against us are successful.</p> <p>While we maintain insurance coverage to mitigate a portion of this risk and may have recourse against our suppliers for losses arising out of defects in products procured from them, we could experience significant losses as a result of claims made against us to the extent adequate insurance is not in place, the products are manufactured by us or legal recourse against our suppliers is otherwise not available, or our insurers or suppliers are unwilling or unable to satisfy their obligations to us.</p>
Market	Relevant, always included	Fastenal considers market risks at many levels during an operational review, management, and expansion. The primary mitigation of our market risk is diversity and our ability to adapt to changing markets and divert resources during times of high influx and demand. Increased insecurity of markets can be derived from harsh climate conditions and increased frequency of harsh weather events which can cause disruptions, damage, and loss of property and must be a consideration in our overall operational procedures and growth strategies.
Reputation	Relevant, always included	Reputational risk is currently included in the Enterprise Risk Management framework from the Committee of Sponsoring Organizations (COSO) that Fastenal aligns with. Fastenal feels strongly that reputation within the industry, including competitors, Investors, Suppliers, Customers, as well as community reputation at local levels is an important aspect of growth for the organization. An occurrence of a negative impact on the environment or the occurrence of disruption of the organization's supply chain from increased adverse weather events could have reputational damage on the organization.
Acute physical	Relevant, sometimes included	Fastenal considers weather events such as cyclones, heavy precipitation, blizzards, hurricanes, fires, or floods a risk to our organization due to the number of site locations and broad coverage around the globe. As the likelihood and severity of these events increase the greater the financial impact and risk mitigation strategies will become. Fastenal's global manufacturing and distribution model may increase the likelihood of disruption but will reduce the severity and overall impact on the organization.
Chronic physical	Relevant, always included	Fastenal must consider the overall operational and financial impacts of sustaining higher temperatures globally. This could increase Facility energy consumption and increase overhead and operational costs for the organization. Examples include increased building maintenance requirements, repairs, building management systems, and risk mitigation plans to minimize damage in the event of an adverse weather event.

C2.3

(C2.3) Have you identified any inherent climate-related risks with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.3a

(C2.3a) Provide details of risks identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Risk 1

Where in the value chain does the risk driver occur?

Direct operations

Risk type & Primary climate-related risk driver

Acute physical	Heavy precipitation (rain, hail, snow/ice)
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Primary potential financial impact

Decreased revenues due to reduced production capacity

Climate risk type mapped to traditional financial services industry risk classification

<Not Applicable>

Company-specific description

Inclement weather and other disruptions to our operations could significantly interrupt our ability to service our customers. Our ability to procure, ship, warehouse and distribute products and materials are key to Fastenal's business strategy. Fastenal has developed plans and prepared our organization for potential disaster events. While it is difficult to predict the scope and magnitude that different events may have on our operations, we do take this risk seriously. Our organization has implemented reasonable measures to adequately prepare for such an event to ensure business operations are not significantly and disproportionately disrupted. Our external disaster recovery initiative focuses on customer needs and communications to outside parties and agencies relative to our organization's business continuity efforts and progress, prior to and after an event occurs. This approach allows our organization to dedicate appropriate attention and resources to both internal needs of our employees and external needs of our customers and suppliers if an event should occur.

Internal measures include individuals who are assigned the task of establishing and maintaining appropriate plans and programs. Additionally, Fastenal intends to initiate flexible work-site alternatives for employees, along with various other incentives to ensure appropriate staffing. The goal of these internal measures is to provide a safe, flexible, and informative working environment. Fastenal has implemented training programs and continuity programs to ensure adequate mechanisms are in place to support and maintain our integrated supply chain.

External measures: As with our internal measures, Fastenal has dedicated individuals who are assigned the task of monitoring inventory levels of potentially high demand or critical products during a disaster event. This team will foster and continue to develop relationships with vendors of such critical products, and they will be working closely with these vendors to help ensure sufficient inventory levels. This team will be assigned the task of responding to procurement needs and facilitating product flows to customers in a coordinated and expeditious manner. Fastenal is in the process of expanding access and inventory levels on critical products within our distribution systems.

Time horizon

Short-term

Likelihood

About as likely as not

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

338040914

Potential financial impact figure – maximum (currency)

1053579578

Explanation of financial impact figure

Fastenal considers key operating locations when understanding business impact scenarios. In this case Fastenal reviewed the top 10 business locations that are central to our ability to service customers including distribution centers and manufacturing locations. These locations present a higher risk as it relates to severe weather events. There have been no serious outages across the distribution center and manufacturing network over the last few years during periods of extreme weather. This includes hurricanes, tornadoes, wildfires, and inclement weather.

Cost of response to risk

Description of response and explanation of cost calculation

Fastenal has implemented a Sustainability Enterprise Strategic Alignment Committee within our core business operations that is responsible for considering climate-related risks. Fastenal utilizes a risk register containing all identified risks for the organization. The risk classification is determined based on an onset and likelihood scale and risks are applied with both qualitative and quantitative metrics on an annual basis. The quantitative metrics are used to perform a financial impact analysis and are shared with risk owners, such as the Board of Directors Audit Committee and other risk stakeholders to ensure that the risk response is accurately accounted for.

Comment

Fastenal's methodology for a major event considers the complete destruction of the facility included in the analysis including inventory. Business Impact Analysis value was determined using a valuation formula: Impact = Net Annual Sales – Variable Annual Expense + Avg Monthly Inventory. A range was calculated for the portfolio of locations based on sales volume, size of location, and expense for the location.

C2.4

(C2.4) Have you identified any climate-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes

C2.4a

(C2.4a) Provide details of opportunities identified with the potential to have a substantive financial or strategic impact on your business.

Identifier

Opp1

Where in the value chain does the opportunity occur?

Direct operations

Opportunity type

Products and services

Primary climate-related opportunity driver

Other, please specify (Continued development and expansion of green and sustainable products & services)

Primary potential financial impact

Other, please specify (Increased demand for green, sustainable products & services coupled with a corporate focus on expanding green and sustainable opportunities.)

Company-specific description

Fastenal is committed to providing a catalog of green and sustainable products to our customers that are backed by both third-party certifications and supplier data. This continued commitment is fueled by the ever-growing demand from our customers to have us assist in reducing their environmental impact through the purchase of green products & services. This information is highlighted in the green product spend reporting that we provide to our customers. This reporting is one of the driving tools that we utilize to collect customer feedback regarding the product categories for which we would like to investigate the opportunity to add more to our green product offerings.

Fastenal provides 53k+ green products tied to 48 third party certified programs and 2 supplier certified programs. Our selection of third-party programs includes Green Seal, EPA Safer Choice, Eco Logo and USDA Bio preferred, among others. The two supplier certified programs include our Recycled Content and Environmentally Preferred (EPP) programs. While Recycled Content houses any product that is manufactured with recycled materials that meets or exceeds EPA standards, our EPP program is used for products that provide environmental benefits that do not have a third-party certification available. For example, this may include reduced energy consumption, low or no VOCs or PVC free. Programs like these allow us to broaden the availability of green and sustainable products to our customers in ways we were not able to before we began driving towards this green product opportunity. In 2022, Fastenal recorded \$114 million in green product sales, a 16% increase from 2021.

Time horizon

Long-term

Likelihood

Very likely

Magnitude of impact

Medium

Are you able to provide a potential financial impact figure?

Yes, an estimated range

Potential financial impact figure (currency)

<Not Applicable>

Potential financial impact figure – minimum (currency)

7335384

Potential financial impact figure – maximum (currency)

18379671

Explanation of financial impact figure

To estimate the maximum financial impact figure, we investigated the total sales growth that Fastenal achieved from 2021 to 2022 which came out to 16% and then multiplied that by the total green product sales for 2022 of \$114 million. The reasoning for this was due to our continued belief of increased growth in our green product sales year over year. To calculate the minimum financial impact figure, we took the % sales growth from 2020-2021 during recovery from the global pandemic, 6%, and then multiplied it by the same total green product sales to simulate the slow growth rate that occurred in that time-period.

Cost to realize opportunity

Strategy to realize opportunity and explanation of cost calculation

Situation and Task: The demand for green products will continue to grow within the industry and Fastenal is dedicated to the continued support of procuring the best green product offerings for our customers to meet their needs and demands. We seek out customer driven data while incorporating our Sustainability Sales Specialists, to determine the opportunities that relate green product.

Action: At Fastenal we use customer driven data along with industry knowledge from our Sustainability Sales Specialist to evaluate and onboard products that we feel will better help in the achievement of our customer green spend goals. Our Supplier Development teams work to procure products to add to our arsenal of green products and our Compliance team takes the necessary steps to review and verify the product complies with the standards we have set for our green product offering.

Cost: Fastenal will continue to engage in customer driven data and the processes that are required to procure and audit the data we retrieve.

Comment

Opportunity for all use phase categories

C3. Business Strategy

C3.1

(C3.1) Does your organization’s strategy include a climate transition plan that aligns with a 1.5°C world?

Row 1

Climate transition plan

No, but our strategy has been influenced by climate-related risks and opportunities, and we are developing a climate transition plan within two years

Publicly available climate transition plan

<Not Applicable>

Mechanism by which feedback is collected from shareholders on your climate transition plan

<Not Applicable>

Description of feedback mechanism

<Not Applicable>

Frequency of feedback collection

<Not Applicable>

Attach any relevant documents which detail your climate transition plan (optional)

<Not Applicable>

Explain why your organization does not have a climate transition plan that aligns with a 1.5°C world and any plans to develop one in the future

We do not currently have a carbon transition plan that aligns with a 1.5 degree Celsius world but are exploring the development of our plan. In 2022 Fastenal made the representation of working towards the goal of Net Zero by 2050. In the fourth quarter of 2022 we worked with a U.S. national accounting firm to conduct an ESG materiality assessment. We are exploring how to develop a carbon transition plan including GHG emission reductions, goals, and objectives. We also intend to conduct a carbon inventory assessment and a scope 3 emissions materiality assessment including the following deliverables:

- List of relevant and material Scope 3 emission categories
- Peer benchmarking assessment of Scope 3 reporting
- Secondary research takeaways and recommendations to inform calculation approach
- Approach recommendations for each of the relevant identified Scope 3 categories
- Spend-based materiality assessment report, with supporting documentation of tool, emission factors, assumptions used

Explain why climate-related risks and opportunities have not influenced your strategy

<Not Applicable>

C3.2

(C3.2) Does your organization use climate-related scenario analysis to inform its strategy?

	Use of climate-related scenario analysis to inform strategy	Primary reason why your organization does not use climate-related scenario analysis to inform its strategy	Explain why your organization does not use climate-related scenario analysis to inform its strategy and any plans to use it in the future
Row 1	No, but we anticipate using qualitative and/or quantitative analysis in the next two years	Important but not an immediate priority	We have yet to sign the SBTi commitment letter and we are in the process of exploring how to develop a carbon transition plan, including investments in necessary software applications.

C3.3

(C3.3) Describe where and how climate-related risks and opportunities have influenced your strategy.

	Have climate-related risks and opportunities influenced your strategy in this area?	Description of influence
Products and services	Yes	<p>To meet a broad range of our customers' application needs, Fastenal offers approximately 53,000 green products, including certified products as well as environmentally preferable products (see definitions below). We have identified that these products (1) reduce negative effects on human health and the environment compared to competing products and/or (2) promote sustainability through resource conservation, end-of-life waste management, and life-cycle analysis. In addition to managing our green product program, Fastenal's compliance specialists assist strategic customers with goal creation, sourcing, and custom reporting in support of their sustainable procurement initiatives.</p> <p>Certified Green Products: Guided by international standards, our global compliance teams work with third-party agencies around the world to vet products and confirm the accuracy of green benefit claims. These team members are located in several countries around the world, providing local expertise and advocacy across global supply chains.</p> <p>Environmentally Preferable Products (Applies to Non-European Locations Only): Environmentally preferable products have a lesser or reduced effect on the environment when compared with competing products or services that serve the same purpose. We offer this designation because third-party certifications do not exist globally for all green products and categories. Products may be considered environmentally preferable for various reasons.</p> <p>Energy Efficiency Consultation: Through our supplier programs, we offer consulting and implementation services for energy efficiency projects. This involves a facilities-wide evaluation to recommend systems-based and operational improvements, including detailed assessments of energy savings and return on investment. Examples include providing expert project management for LED lighting conversions and suggesting the best air filtration products based on the customer's EHS/sustainability priorities and HVAC equipment.</p>
Supply chain and/or value chain	Yes	<p>Fastenal's Enterprise Risk Management framework has influenced strategy within the supply chain to mitigate risk by requiring a level of reporting and transparency within our upstream and downstream operations. The Supplier Compliance team strives to help shape the company's due diligence processes while understanding possible risks and exposure within the supply chain. This team is responsible for monitoring the onboarding of suppliers, acquiring the appropriate documentation, and making sure they meet expected standards. The Product Compliance team provides solutions to ensure that Fastenal's supply chain meets industry and regulatory demands. This team works with suppliers to provide compliant offerings, including options to serve special interests such as reduced consumption, waste and providing environmentally preferred product programs. Together these teams also monitor compliance metrics and the reputation of suppliers and customers using third-party providers.</p> <p>Fastenal also works with our customers to optimize the sustainability of their supply chains. Industrial supplies are traditionally a "blind spot" for manufacturers and other businesses. Limited visibility to basic information – what product is stocked in the facilities, where it's located, how it's being used – leads to various forms of waste, from obsolete inventory and over-consumption to stock outages and inefficient rush deliveries.</p> <p>Through the development of our FMI (Fastenal Managed Inventory) Technology program over the past decade-plus, Fastenal has emerged as the global leader in technologies that take industrial supplies out of the shadows and into a transparent, planned environment. This includes the mass deployment of devices that allow organizations to digitally monitor, track, and control wide-ranging products, typically driving a significant and sustained reduction in consumption.</p> <p>The devices produce upstream benefits as well. With digital visibility to stocking levels and usage patterns, Fastenal teams are able to remotely monitor customers' inventory, make proactive adjustments in the supply chain, and become much more efficient in our operations.</p>
Investment in R&D	No	
Operations	Yes	<p>Fuel Efficiency Strategies: Since mid-2019, Fastenal has participated in the US EPA's SmartWay program. We're working to positively impact fuel efficiency in a variety of ways, including GIS mapping, scheduling analysis to minimize delays caused by traffic, optimizing load configuration, back-hauling supplier and customer freight, and using telematics to monitor fleet vehicles.</p> <p>Energy Use and Consumption: Fastenal continues to pursue energy efficiency throughout our brick-and-mortar footprint. All distribution centers, manufacturing facilities, and other corporately-managed buildings occupied after 2017 have completed LED lighting retrofits, and many have undergone additional efficiency upgrades.</p> <p>Warehouse Automation: Over the past decade-plus, a key metric has been increasing our product sales per square foot in our distribution centers. High-density automated storage and retrieval systems (ASRS) equipped with conveyors and robotic cranes have positively impacted this key ratio by increasing throughput while optimizing space in our distribution centers.</p> <p>Evolving Our Branch Infrastructure: Over the last several years, we've been restructuring our United States branch model to be more customer-focused and space-efficient. As a result of these strategies, we're gaining significant capacity across our branch network without expanding our brick-and-mortar footprint and associated energy consumption.</p> <p>ENERGY STAR Program: We originally partnered with ENERGY STAR in early 2021 to benchmark our electricity and natural gas usage versus comparable buildings across Canada and the United States, giving us insight into impact areas across our network of branches and large facilities. The ENERGY STAR program includes assessments to help us meet certain requirements in our local branch facilities (the vast majority of which are leased). This includes energy-efficient equipment, window film, LED bulbs/lighting, efficient building envelope, and consumption and waste management activities (among others).</p> <p>Sustainable Procurement & Material Consumption: In 2022, we developed a Sustainable Procurement Manual to provide employee decision-makers with guiding principles for sustainable procurement. We also use Lean Six Sigma programs and assessments to improve our internal use of sustainable materials and identify areas of wasteful consumption across our operation.</p>

C3.4

(C3.4) Describe where and how climate-related risks and opportunities have influenced your financial planning.

	Financial planning elements that have been influenced	Description of influence
Row 1	Direct costs Capital expenditures Assets	<p>Fastenal's risks and opportunities have influenced financial planning in a variety of ways. When considering direct costs and opportunities to support environmentally preferred products there is a general understanding that the goods we consume (office supplies, fuels, and electricity) may have a cost impact as items become regulated and expansion into climate-related considerations are enforced. This has the potential to create higher operating expenses and overhead for which Fastenal needs to prepare. In addition, the lifecycle and usability of our assets needs to align with the minimization of waste and increased cost. Fastenal currently has capital expenditures designated for the implementation of renewable energy via the installation and use of Solar and other building/facility projects. The capital budgeting process involves business owners and managers working together with the CFO to review and define the scope. These processes of financial planning and consideration ensure we maintain financial stability as well as encourage sustainable growth.</p>

C3.5

(C3.5) In your organization's financial accounting, do you identify spending/revenue that is aligned with your organization's climate transition?

	Identification of spending/revenue that is aligned with your organization's climate transition	Indicate the level at which you identify the alignment of your spending/revenue with a sustainable finance taxonomy
Row 1	No, but we plan to in the next two years	<Not Applicable>

C4. Targets and performance

C4.1

(C4.1) Did you have an emissions target that was active in the reporting year?

Intensity target

C4.1b

(C4.1b) Provide details of your emissions intensity target(s) and progress made against those target(s).

Target reference number

Int 1

Is this a science-based target?

No, but we anticipate setting one in the next two years

Target ambition

<Not Applicable>

Year target was set

2021

Target coverage

Business activity

Scope(s)

Scope 2

Scope 2 accounting method

Location-based

Scope 3 category(ies)

<Not Applicable>

Intensity metric

Metric tons CO2e per unit revenue

Base year

2021

Intensity figure in base year for Scope 1 (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 2 (metric tons CO2e per unit of activity)

0.0000032

Intensity figure in base year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for total Scope 3 (metric tons CO2e per unit of activity)

<Not Applicable>

Intensity figure in base year for all selected Scopes (metric tons CO2e per unit of activity)

0.0000032

% of total base year emissions in Scope 1 covered by this Scope 1 intensity figure

<Not Applicable>

% of total base year emissions in Scope 2 covered by this Scope 2 intensity figure

37.6

% of total base year emissions in Scope 3, Category 1: Purchased goods and services covered by this Scope 3, Category 1: Purchased goods and services intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 2: Capital goods covered by this Scope 3, Category 2: Capital goods intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) covered by this Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 4: Upstream transportation and distribution covered by this Scope 3, Category 4: Upstream transportation and distribution intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 5: Waste generated in operations covered by this Scope 3, Category 5: Waste generated in operations intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 6: Business travel covered by this Scope 3, Category 6: Business travel intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 7: Employee commuting covered by this Scope 3, Category 7: Employee commuting intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 8: Upstream leased assets covered by this Scope 3, Category 8: Upstream leased assets intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 9: Downstream transportation and distribution covered by this Scope 3, Category 9: Downstream transportation and distribution intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 10: Processing of sold products covered by this Scope 3, Category 10: Processing of sold products intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 11: Use of sold products covered by this Scope 3, Category 11: Use of sold products intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 12: End-of-life treatment of sold products covered by this Scope 3, Category 12: End-of-life treatment of sold products intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 13: Downstream leased assets covered by this Scope 3, Category 13: Downstream leased assets intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 14: Franchises covered by this Scope 3, Category 14: Franchises intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Category 15: Investments covered by this Scope 3, Category 15: Investments intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Other (upstream) covered by this Scope 3, Other (upstream) intensity figure

<Not Applicable>

% of total base year emissions in Scope 3, Other (downstream) covered by this Scope 3, Other (downstream) intensity figure
<Not Applicable>

% of total base year emissions in Scope 3 (in all Scope 3 categories) covered by this total Scope 3 intensity figure
<Not Applicable>

% of total base year emissions in all selected Scopes covered by this intensity figure
37.6

Target year
2030

Targeted reduction from base year (%)
45

Intensity figure in target year for all selected Scopes (metric tons CO2e per unit of activity) [auto-calculated]
0.00000176

% change anticipated in absolute Scope 1+2 emissions

% change anticipated in absolute Scope 3 emissions

Intensity figure in reporting year for Scope 1 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 2 (metric tons CO2e per unit of activity)
0.00000262

Intensity figure in reporting year for Scope 3, Category 1: Purchased goods and services (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 2: Capital goods (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 3: Fuel-and-energy-related activities (not included in Scopes 1 or 2) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 4: Upstream transportation and distribution (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 5: Waste generated in operations (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 6: Business travel (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 7: Employee commuting (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 8: Upstream leased assets (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 9: Downstream transportation and distribution (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 10: Processing of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 11: Use of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 12: End-of-life treatment of sold products (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 13: Downstream leased assets (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 14: Franchises (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Category 15: Investments (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (upstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for Scope 3, Other (downstream) (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for total Scope 3 (metric tons CO2e per unit of activity)
<Not Applicable>

Intensity figure in reporting year for all selected Scopes (metric tons CO2e per unit of activity)
0.00000262

Does this target cover any land-related emissions?
No, it does not cover any land-related emissions (e.g. non-FLAG SBT)

% of target achieved relative to base year [auto-calculated]
40.2777777777778

Target status in reporting year

Revised

Please explain target coverage and identify any exclusions

We have committed to reduce scope 2 emissions intensity 45% by 2030 from a 2021 baseline. This coverage includes all distribution centers and manufacturing facilities.

Plan for achieving target, and progress made to the end of the reporting year

Innovation and technology such as building management systems; lighting retrofitting; alternative energy sources (solar); solar shading; HVAC efficiencies; weatherization; and distribution center automation.

List the emissions reduction initiatives which contributed most to achieving this target

<Not Applicable>

C4.2

(C4.2) Did you have any other climate-related targets that were active in the reporting year?

Net-zero target(s)

C4.2c

(C4.2c) Provide details of your net-zero target(s).

Target reference number

NZ1

Target coverage

Other, please specify (We are exploring the development of our transition plan to become net zero by 2050.)

Absolute/intensity emission target(s) linked to this net-zero target

Please select

Target year for achieving net zero

2050

Is this a science-based target?

No, but we anticipate setting one in the next two years

Please explain target coverage and identify any exclusions

Unknown at this time.

Do you intend to neutralize any unabated emissions with permanent carbon removals at the target year?

Unsure

Planned milestones and/or near-term investments for neutralization at target year

<Not Applicable>

Planned actions to mitigate emissions beyond your value chain (optional)

Unknown at this time.

C4.3

(C4.3) Did you have emissions reduction initiatives that were active within the reporting year? Note that this can include those in the planning and/or implementation phases.

Yes

C4.3a

(C4.3a) Identify the total number of initiatives at each stage of development, and for those in the implementation stages, the estimated CO2e savings.

	Number of initiatives	Total estimated annual CO2e savings in metric tonnes CO2e (only for rows marked *)
Under investigation	0	0
To be implemented*	1	468
Implementation commenced*	0	0
Implemented*	407	4989.23
Not to be implemented	0	0

C4.3b

(C4.3b) Provide details on the initiatives implemented in the reporting year in the table below.

Initiative category & Initiative type

Other, please specify	Other, please specify (LED Retrofit at the distribution hub in Jessup, PA - Complete)
-----------------------	---

Estimated annual CO2e savings (metric tonnes CO2e)

402

Scope(s) or Scope 3 category(ies) where emissions savings occur

Scope 2 (location-based)

Scope 2 (market-based)

Voluntary/Mandatory

Voluntary

Annual monetary savings (unit currency – as specified in C0.4)

92116

Investment required (unit currency – as specified in C0.4)

198754

Payback period

1-3 years

Estimated lifetime of the initiative

6-10 years

Comment

Complete LED retrofit of distribution hub in Jessup, PA. Implemented 2022

C4.3c

(C4.3c) What methods do you use to drive investment in emissions reduction activities?

Method	Comment
Financial optimization calculations	

C4.5

(C4.5) Do you classify any of your existing goods and/or services as low-carbon products?

Yes

C4.5a

(C4.5a) Provide details of your products and/or services that you classify as low-carbon products.

Level of aggregation

Group of products or services

Taxonomy used to classify product(s) or service(s) as low-carbon

Other, please specify (3rd party certified green product offering)

Type of product(s) or service(s)

Other	Other, please specify (Green Product offering)
-------	--

Description of product(s) or service(s)

We maintain a comprehensive green product offering from key vendors for national distribution. This includes items that promote sustainability through energy conservation, green cleaning and maintenance, waste reduction, and water conservation.

Have you estimated the avoided emissions of this low-carbon product(s) or service(s)

No

Methodology used to calculate avoided emissions

<Not Applicable>

Life cycle stage(s) covered for the low-carbon product(s) or services(s)

<Not Applicable>

Functional unit used

<Not Applicable>

Reference product/service or baseline scenario used

<Not Applicable>

Life cycle stage(s) covered for the reference product/service or baseline scenario

<Not Applicable>

Estimated avoided emissions (metric tons CO2e per functional unit) compared to reference product/service or baseline scenario

<Not Applicable>

Explain your calculation of avoided emissions, including any assumptions

<Not Applicable>

Revenue generated from low-carbon product(s) or service(s) as % of total revenue in the reporting year

0.87

C5. Emissions methodology

C5.1

(C5.1) Is this your first year of reporting emissions data to CDP?

No

C5.1a

(C5.1a) Has your organization undergone any structural changes in the reporting year, or are any previous structural changes being accounted for in this disclosure of emissions data?

Row 1

Has there been a structural change?

No

Name of organization(s) acquired, divested from, or merged with

<Not Applicable>

Details of structural change(s), including completion dates

<Not Applicable>

C5.1b

(C5.1b) Has your emissions accounting methodology, boundary, and/or reporting year definition changed in the reporting year?

	Change(s) in methodology, boundary, and/or reporting year definition?	Details of methodology, boundary, and/or reporting year definition change(s)
Row 1	Yes, a change in methodology Yes, a change in boundary	Prior reporting years excluded all operations in Latin America and Asia, as well as select operations in Canada and Europe. This reporting year includes all operations from every country in which Fastenal operates. Reporting now includes market-based scope 2 emissions in addition to location-based emissions.

C5.1c

(C5.1c) Have your organization's base year emissions and past years' emissions been recalculated as a result of any changes or errors reported in C5.1a and/or C5.1b?

	Base year recalculation	Scope(s) recalculated	Base year emissions recalculation policy, including significance threshold	Past years' recalculation
Row 1	No, because we have not evaluated whether the changes should trigger a base year recalculation	<Not Applicable>		Please select

C5.2

(C5.2) Provide your base year and base year emissions.

Scope 1

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

110830.87

Comment

Scope 2 (location-based)

Base year start

January 1 2019

Base year end

December 31 2019

Base year emissions (metric tons CO2e)

72667.01

Comment

Scope 2 (market-based)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 1: Purchased goods and services

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 2: Capital goods

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 3: Fuel-and-energy-related activities (not included in Scope 1 or 2)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 4: Upstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 5: Waste generated in operations

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 6: Business travel

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 7: Employee commuting

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 8: Upstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 9: Downstream transportation and distribution

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 10: Processing of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 11: Use of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 12: End of life treatment of sold products

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 13: Downstream leased assets

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 14: Franchises

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3 category 15: Investments

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (upstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

Scope 3: Other (downstream)

Base year start

Base year end

Base year emissions (metric tons CO2e)

Comment

C5.3

(C5.3) Select the name of the standard, protocol, or methodology you have used to collect activity data and calculate emissions.

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

US EPA Emissions & Generation Resource Integrated Database (eGRID)

C6. Emissions data

C6.1

(C6.1) What were your organization's gross global Scope 1 emissions in metric tons CO2e?

Reporting year

Gross global Scope 1 emissions (metric tons CO2e)

137410.38

Start date

January 1 2022

End date

December 31 2022

Comment

GHG emissions from stationary and mobile source fuel combustion were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. First, primary data were obtained for the quantity of fuel combusted for each fuel type. Second, the quantity combusted data were multiplied to appropriate emissions factors to calculate associated Scope 1 GHG emissions. These emissions factors are sourced from EPA's Emission Factors Hub, April 2022.

Past year 1

Gross global Scope 1 emissions (metric tons CO2e)

132029.12

Start date

January 1 2021

End date

December 31 2021

Comment

Past year 2

Gross global Scope 1 emissions (metric tons CO2e)

134410.37

Start date

January 1 2020

End date

December 31 2020

Comment

Past year 3

Gross global Scope 1 emissions (metric tons CO2e)

110830.87

Start date

January 1 2019

End date

December 31 2019

Comment

C6.2

(C6.2) Describe your organization's approach to reporting Scope 2 emissions.

Row 1

Scope 2, location-based

We are reporting a Scope 2, location-based figure

Scope 2, market-based

We are reporting a Scope 2, market-based figure

Comment

GHG emissions from purchased electricity were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard. Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. First, primary data were obtained for the amount of electricity purchased. If the electricity was purchased within the US, the appropriate Emissions and Generation Resource Integrated Database (eGRID) sub-region was also selected. Second, the purchased electricity data were multiplied to appropriate emissions factors to calculate associated Scope 2 GHG emissions. The emissions factors for the United States are sourced from EPA's eGRID, January, 2022. The emission factors for other countries are extracted from various authoritative sources including the Base Carbone® database by ADEME, Association of Issuing Bodies (AIB), and Institute for Global Environmental Strategies (IGES).

C6.3

(C6.3) What were your organization's gross global Scope 2 emissions in metric tons CO2e?

Reporting year

Scope 2, location-based

48606.75

Scope 2, market-based (if applicable)

50181.62

Start date

January 1 2022

End date

December 31 2022

Comment

Past year 1

Scope 2, location-based

51117.14

Scope 2, market-based (if applicable)

Start date

January 1 2021

End date

December 31 2021

Comment

Past year 2

Scope 2, location-based

63111.51

Scope 2, market-based (if applicable)

Start date

January 1 2020

End date

December 31 2020

Comment

Past year 3

Scope 2, location-based

72667.01

Scope 2, market-based (if applicable)

Start date

January 1 2019

End date

December 31 2019

Comment

C6.4

(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1, Scope 2 or Scope 3 emissions that are within your selected reporting boundary which are not included in your disclosure?

No

C6.5

(C6.5) Account for your organization's gross global Scope 3 emissions, disclosing and explaining any exclusions.

Purchased goods and services

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

As a global supply chain distributor, we have begun assessing our overall data elements to support the calculation of Scope 3 emissions related to purchased goods and services. Our internal systems and data capture methods require system improvements in order to facilitate Scope 3 calculation in coming years.

Capital goods

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

As a global supply chain distributor, we have begun assessing our overall data elements to support the calculation of Scope 3 emissions related to capital goods and services. Our internal systems and data capture methods require system improvements in order to facilitate Scope 3 calculation in coming years.

Fuel-and-energy-related activities (not included in Scope 1 or 2)

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We have yet to gather emissions factors for fuel and energy related activities from our suppliers.

Upstream transportation and distribution

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We have yet to gather relevant data from our intermodal vendors.

Waste generated in operations

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We are currently tracking waste tonnage at distribution and manufacturing locations. We are planning to use the U.S. Environmental Protection Agency's (EPA) Waste Reduction Model (WARM) tool.

Business travel**Evaluation status**

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We track business related travel expenses and intend to calculate emissions in the future. At this time we do not request data from suppliers and customers for business related travel.

Employee commuting**Evaluation status**

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We intend to collect the relevant data to calculate these emissions in the future.

Upstream leased assets**Evaluation status**

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

In accordance with the GHG protocol, the majority of leased assets fall under operational control and are included in Scope 1 & Scope 2 emissions calculations.

Downstream transportation and distribution**Evaluation status**

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Emissions for transportation and distribution of products are captured in upstream categories because Fastenal's customers use our shipping methods to receive products.

Processing of sold products**Evaluation status**

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Fastenal sells finished products.

Use of sold products

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We are exploring our methodology to calculate use-phase emissions of products we distribute.

End of life treatment of sold products

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

We have not collected the relevant data to perform emissions calculations for end of life treatment of sold products.

Downstream leased assets

Evaluation status

Relevant, not yet calculated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Our Fastenal Managed Inventory Technology (FMI-T) solutions include the leasing of point-of-use devices for inventory management. We intend to gather relevant device usage information to calculate these emissions in the future.

Franchises

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

No franchises

Investments

Evaluation status

Not relevant, explanation provided

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

No investments deemed material at this time.

Other (upstream)

Evaluation status

Not evaluated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

Other (downstream)

Evaluation status

Not evaluated

Emissions in reporting year (metric tons CO2e)

<Not Applicable>

Emissions calculation methodology

<Not Applicable>

Percentage of emissions calculated using data obtained from suppliers or value chain partners

<Not Applicable>

Please explain

C6.7

(C6.7) Are carbon dioxide emissions from biogenic carbon relevant to your organization?

No

C6.10

(C6.10) Describe your gross global combined Scope 1 and 2 emissions for the reporting year in metric tons CO2e per unit currency total revenue and provide any additional intensity metrics that are appropriate to your business operations.

Intensity figure

0.00002687

Metric numerator (Gross global combined Scope 1 and 2 emissions, metric tons CO2e)

187592

Metric denominator

unit total revenue

Metric denominator: Unit total

6980600000

Scope 2 figure used

Market-based

% change from previous year

11.8

Direction of change

Decreased

Reason(s) for change

Other emissions reduction activities

Change in revenue

Please explain

This metric decreased due to numerous emissions reduction activities throughout the company including LED lighting retrofits and HVAC upgrades, as well as a 16% growth in revenue and optimization of our branch footprint.

C7. Emissions breakdowns

C7.1

(C7.1) Does your organization break down its Scope 1 emissions by greenhouse gas type?

No

C7.2

(C7.2) Break down your total gross global Scope 1 emissions by country/area/region.

Country/area/region	Scope 1 emissions (metric tons CO2e)
Austria	7.02
Belgium	36.33
Canada	11244.88
Czechia	57.12
France	114.67
Germany	137.31
Hungary	27.64
Italy	129.78
Netherlands	186.84
Poland	122.11
Romania	69.99
Spain	32.61
Switzerland	12.05
United States of America	121727.66
United Kingdom of Great Britain and Northern Ireland	40.09
Mexico	3156.25
Brazil	40.06
Chile	19.32
Panama	65.89
China	153.28
Malaysia	0
Thailand	0
Ireland	0
India	0
Sweden	0
Taiwan, China	0
Singapore	0

C7.3

(C7.3) Indicate which gross global Scope 1 emissions breakdowns you are able to provide.

By activity

C7.3c

(C7.3c) Break down your total gross global Scope 1 emissions by business activity.

Activity	Scope 1 emissions (metric tons CO2e)
Manufacturing	3493.58
Distribution	1376.3
Retail	19087.21
Transportation	113453.29

C7.5

(C7.5) Break down your total gross global Scope 2 emissions by country/area/region.

Country/area/region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Austria	8.7	8.7
Belgium	2.37	2.24
Czechia	238.91	305.83
France	5.73	11.96
Germany	28.47	51.44
Hungary	3.34	4.23
Ireland	17.19	23.45
Italy	13.27	17.9
Netherlands	102.55	99.58
Poland	9.39	10.18
Romania	2.64	2.35
United Kingdom of Great Britain and Northern Ireland	77.41	133.13
Spain	5.69	7.11
Switzerland	0.07	0.07
Canada	1036.17	1036.17
United States of America	45598.75	47011.32
Mexico	497.15	497.15
China	279.61	279.61
Malaysia	439.14	439.14
Singapore	43.16	43.16
Taiwan, China	87.94	87.94
Thailand	13.88	13.88
Chile	5.05	5.05
India	87.92	87.92
Brazil	2.24	2.24
Panama	0	0
Sweden	0	0

C7.6

(C7.6) Indicate which gross global Scope 2 emissions breakdowns you are able to provide.

By activity

C7.6c

(C7.6c) Break down your total gross global Scope 2 emissions by business activity.

Activity	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Manufacturing	6942.33	7272.91
Distribution	11348.6	11775.33
Retail	30315.82	31133.38
Transportation	0	0

C7.7

(C7.7) Is your organization able to break down your emissions data for any of the subsidiaries included in your CDP response?

No

C7.9

(C7.9) How do your gross global emissions (Scope 1 and 2 combined) for the reporting year compare to those of the previous reporting year?

Increased

C7.9a

(C7.9a) Identify the reasons for any change in your gross global emissions (Scope 1 and 2 combined), and for each of them specify how your emissions compare to the previous year.

	Change in emissions (metric tons CO2e)	Direction of change in emissions	Emissions value (percentage)	Please explain calculation
Change in renewable energy consumption		<Not Applicable>		
Other emissions reduction activities		<Not Applicable>		
Divestment		<Not Applicable>		
Acquisitions		<Not Applicable>		
Mergers		<Not Applicable>		
Change in output		<Not Applicable>		
Change in methodology	935.51	Decreased	1.8	Now calculating total emissions based on market-based scope 2 emissions rather than location-based.
Change in boundary	4445.57	Increased	2.4	Now including all scope 1 and 2 emissions globally.
Change in physical operating conditions		<Not Applicable>		
Unidentified		<Not Applicable>		
Other		<Not Applicable>		

C7.9b

(C7.9b) Are your emissions performance calculations in C7.9 and C7.9a based on a location-based Scope 2 emissions figure or a market-based Scope 2 emissions figure?

Market-based

C8. Energy

C8.1

(C8.1) What percentage of your total operational spend in the reporting year was on energy?

More than 0% but less than or equal to 5%

C8.2

(C8.2) Select which energy-related activities your organization has undertaken.

	Indicate whether your organization undertook this energy-related activity in the reporting year
Consumption of fuel (excluding feedstocks)	Yes
Consumption of purchased or acquired electricity	Yes
Consumption of purchased or acquired heat	No
Consumption of purchased or acquired steam	No
Consumption of purchased or acquired cooling	No
Generation of electricity, heat, steam, or cooling	No

C8.2a

(C8.2a) Report your organization's energy consumption totals (excluding feedstocks) in MWh.

	Heating value	MWh from renewable sources	MWh from non-renewable sources	Total (renewable and non-renewable) MWh
Consumption of fuel (excluding feedstock)	Unable to confirm heating value	0	545778.64	545778.64
Consumption of purchased or acquired electricity	<Not Applicable>	31059.28	99447.79	130507.07
Consumption of purchased or acquired heat	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired steam	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of purchased or acquired cooling	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Consumption of self-generated non-fuel renewable energy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Total energy consumption	<Not Applicable>	31059.28	645226.43	676285.71

C8.2b

(C8.2b) Select the applications of your organization's consumption of fuel.

	Indicate whether your organization undertakes this fuel application
Consumption of fuel for the generation of electricity	No
Consumption of fuel for the generation of heat	Yes
Consumption of fuel for the generation of steam	No
Consumption of fuel for the generation of cooling	No
Consumption of fuel for co-generation or tri-generation	No

C8.2c

(C8.2c) State how much fuel in MWh your organization has consumed (excluding feedstocks) by fuel type.

Sustainable biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other biomass

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other renewable fuels (e.g. renewable hydrogen)

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Coal

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

0

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Oil

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

432841.33

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Gas

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

112937.3

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Other non-renewable fuels (e.g. non-renewable hydrogen)

Heating value

Total fuel MWh consumed by the organization

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

Total fuel

Heating value

Unable to confirm heating value

Total fuel MWh consumed by the organization

545778.63

MWh fuel consumed for self-generation of electricity

<Not Applicable>

MWh fuel consumed for self-generation of heat

<Not Applicable>

MWh fuel consumed for self-generation of steam

<Not Applicable>

MWh fuel consumed for self-generation of cooling

<Not Applicable>

MWh fuel consumed for self- cogeneration or self-trigeneration

<Not Applicable>

Comment

C8.2e

(C8.2e) Provide details on the electricity, heat, steam, and/or cooling amounts that were accounted for at a zero or near-zero emission factor in the market-based Scope 2 figure reported in C6.3.

Country/area of low-carbon energy consumption

Please select

Sourcing method

None (no active purchases of low-carbon electricity, heat, steam or cooling)

Energy carrier

<Not Applicable>

Low-carbon technology type

<Not Applicable>

Low-carbon energy consumed via selected sourcing method in the reporting year (MWh)

<Not Applicable>

Tracking instrument used

<Not Applicable>

Country/area of origin (generation) of the low-carbon energy or energy attribute

<Not Applicable>

Are you able to report the commissioning or re-powering year of the energy generation facility?

<Not Applicable>

Commissioning year of the energy generation facility (e.g. date of first commercial operation or repowering)

<Not Applicable>

Comment

C8.2g

(C8.2g) Provide a breakdown by country/area of your non-fuel energy consumption in the reporting year.

Country/area

United States of America

Consumption of purchased electricity (MWh)

118378.42

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

118378.42

Country/area

Canada

Consumption of purchased electricity (MWh)

7970.55

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

7970.55

Country/area

Mexico

Consumption of purchased electricity (MWh)

1107.23

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

1107.23

Country/area

Austria

Consumption of purchased electricity (MWh)

65.48

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

65.48

Country/area

Belgium

Consumption of purchased electricity (MWh)

15.5

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

15.5

Country/area

Czechia

Consumption of purchased electricity (MWh)

438.64

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

438.64

Country/area

France

Consumption of purchased electricity (MWh)

95.7

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

95.7

Country/area

Germany

Consumption of purchased electricity (MWh)

75.2

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

75.2

Country/area

Hungary

Consumption of purchased electricity (MWh)

13.21

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

13.21

Country/area

Ireland

Consumption of purchased electricity (MWh)

49.39

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

49.39

Country/area

Italy

Consumption of purchased electricity (MWh)

39.21

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

39.21

Country/area

Poland

Consumption of purchased electricity (MWh)

11.87

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

11.87

Country/area

Romania

Consumption of purchased electricity (MWh)

8.52

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]
8.52

Country/area

Spain

Consumption of purchased electricity (MWh)
25.85

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
25.85

Country/area

Switzerland

Consumption of purchased electricity (MWh)
6.11

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
6.11

Country/area

United Kingdom of Great Britain and Northern Ireland

Consumption of purchased electricity (MWh)
364.59

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
364.59

Country/area

Brazil

Consumption of purchased electricity (MWh)
30.27

Consumption of self-generated electricity (MWh)
0

Is this electricity consumption excluded from your RE100 commitment?
<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)
0

Consumption of self-generated heat, steam, and cooling (MWh)
0

Total non-fuel energy consumption (MWh) [Auto-calculated]
30.27

Country/area

Chile

Consumption of purchased electricity (MWh)

8.3

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

8.3

Country/area

China

Consumption of purchased electricity (MWh)

503.81

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

503.81

Country/area

Taiwan, China

Consumption of purchased electricity (MWh)

172.77

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

172.77

Country/area

Malaysia

Consumption of purchased electricity (MWh)

655.44

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

655.44

Country/area

Singapore

Consumption of purchased electricity (MWh)

88.8

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

88.8

Country/area

Thailand

Consumption of purchased electricity (MWh)

31.2

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

31.2

Country/area

India

Consumption of purchased electricity (MWh)

124.18

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

124.18

Country/area

Netherlands

Consumption of purchased electricity (MWh)

226.85

Consumption of self-generated electricity (MWh)

0

Is this electricity consumption excluded from your RE100 commitment?

<Not Applicable>

Consumption of purchased heat, steam, and cooling (MWh)

0

Consumption of self-generated heat, steam, and cooling (MWh)

0

Total non-fuel energy consumption (MWh) [Auto-calculated]

226.85

C9. Additional metrics

C9.1

(C9.1) Provide any additional climate-related metrics relevant to your business.

Description

Please select

Metric value

Metric numerator

Metric denominator (intensity metric only)

% change from previous year

Direction of change

<Not Applicable>

Please explain

C10. Verification

C10.1

(C10.1) Indicate the verification/assurance status that applies to your reported emissions.

	Verification/assurance status
Scope 1	No third-party verification or assurance
Scope 2 (location-based or market-based)	No third-party verification or assurance
Scope 3	No emissions data provided

C10.2

(C10.2) Do you verify any climate-related information reported in your CDP disclosure other than the emissions figures reported in C6.1, C6.3, and C6.5?

No, but we are actively considering verifying within the next two years

C11. Carbon pricing

C11.1

(C11.1) Are any of your operations or activities regulated by a carbon pricing system (i.e. ETS, Cap & Trade or Carbon Tax)?

No, and we do not anticipate being regulated in the next three years

C11.2

(C11.2) Has your organization canceled any project-based carbon credits within the reporting year?

No

C11.3

(C11.3) Does your organization use an internal price on carbon?

No, and we do not currently anticipate doing so in the next two years

C12. Engagement

C12.1

(C12.1) Do you engage with your value chain on climate-related issues?

Yes, our suppliers

Yes, our customers/clients

C12.1a

(C12.1a) Provide details of your climate-related supplier engagement strategy.

Type of engagement

Other, please specify (Supplier Code of Conduct)

Details of engagement

Other, please specify (Suppliers will comply fully with all applicable environmental laws, and seek ways to conserve natural resources and energy, reduce waste and the use of hazardous substances, and minimize any adverse effects on the environment.)

% of suppliers by number

100

% total procurement spend (direct and indirect)

% of supplier-related Scope 3 emissions as reported in C6.5

Rationale for the coverage of your engagement

Fastenal is a global distributor. With a wide variety of products, we ensure inclusion and advocacy for products/services that meet the same business ethics and standards we strive to meet which include Culture, Environment, and Supply Chain Transparency.

Impact of engagement, including measures of success

Formal KPIs exist for customers based on contractual and collaborative goals.

Comment

C12.1b

(C12.1b) Give details of your climate-related engagement strategy with your customers.

Type of engagement & Details of engagement

Education/information sharing	Share information about your products and relevant certification schemes (i.e. Energy STAR)
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% of customers by number

100

% of customer - related Scope 3 emissions as reported in C6.5

Please explain the rationale for selecting this group of customers and scope of engagement

We share product sustainability and environmentally preferred attributes via Fastenal.com flag which are available for all customers to view and consider during their product selection.

Impact of engagement, including measures of success

As a supply chain strategic partner, we play a part in how customers achieve their long term sustainability goals.

C12.2

(C12.2) Do your suppliers have to meet climate-related requirements as part of your organization's purchasing process?

Yes, climate-related requirements are included in our supplier contracts

C12.2a

(C12.2a) Provide details of the climate-related requirements that suppliers have to meet as part of your organization's purchasing process and the compliance mechanisms in place.

Climate-related requirement

Complying with regulatory requirements

Description of this climate related requirement

Our Supplier Code of Conduct required suppliers will comply fully with all applicable environmental laws, and seek ways to conserve natural resources and energy, reduce waste and the use of hazardous substances, and minimize any adverse effects on the environment.

% suppliers by procurement spend that have to comply with this climate-related requirement

100

% suppliers by procurement spend in compliance with this climate-related requirement

Mechanisms for monitoring compliance with this climate-related requirement

Other, please specify (Suppliers must accept Fastenal's Code of Conduct when accepting a purchase order.)

Response to supplier non-compliance with this climate-related requirement

Other, please specify (During onsite QC audits may be suspended or removed from our supplier database.)

C12.3

(C12.3) Does your organization engage in activities that could either directly or indirectly influence policy, law, or regulation that may impact the climate?

Row 1

External engagement activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

Please select

Does your organization have a public commitment or position statement to conduct your engagement activities in line with the goals of the Paris Agreement?

Please select

Attach commitment or position statement(s)

<Not Applicable>

Describe the process(es) your organization has in place to ensure that your external engagement activities are consistent with your climate commitments and/or climate transition plan

Primary reason for not engaging in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

Explain why your organization does not engage in activities that could directly or indirectly influence policy, law, or regulation that may impact the climate

<Not Applicable>

C12.4

(C12.4) Have you published information about your organization’s response to climate change and GHG emissions performance for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Publication

In voluntary sustainability report

Status

Complete

Attach the document

2023_ESG_Report_7.10_FINAL.pdf

Page/Section reference

Full document

Content elements

Governance

Strategy

Emissions figures

Emission targets

Other metrics

Comment

C12.5

(C12.5) Indicate the collaborative frameworks, initiatives and/or commitments related to environmental issues for which you are a signatory/member.

	Environmental collaborative framework, initiative and/or commitment	Describe your organization’s role within each framework, initiative and/or commitment
Row 1	We are not a signatory/member of any collaborative framework, initiative and/or commitment related to environmental issues	<Not Applicable>

C15. Biodiversity

C15.1

(C15.1) Is there board-level oversight and/or executive management-level responsibility for biodiversity-related issues within your organization?

	Board-level oversight and/or executive management-level responsibility for biodiversity-related issues	Description of oversight and objectives relating to biodiversity	Scope of board-level oversight
Row 1	No, and we do not plan to have both within the next two years	<Not Applicable>	<Not Applicable>

C15.2

(C15.2) Has your organization made a public commitment and/or endorsed any initiatives related to biodiversity?

	Indicate whether your organization made a public commitment or endorsed any initiatives related to biodiversity	Biodiversity-related public commitments	Initiatives endorsed
Row 1	No, and we do not plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

C15.3

(C15.3) Does your organization assess the impacts and dependencies of its value chain on biodiversity?

Impacts on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

Dependencies on biodiversity

Indicate whether your organization undertakes this type of assessment

No and we don't plan to within the next two years

Value chain stage(s) covered

<Not Applicable>

Portfolio activity

<Not Applicable>

Tools and methods to assess impacts and/or dependencies on biodiversity

<Not Applicable>

Please explain how the tools and methods are implemented and provide an indication of the associated outcome(s)

<Not Applicable>

C15.4

(C15.4) Does your organization have activities located in or near to biodiversity- sensitive areas in the reporting year?

Not assessed

C15.5

(C15.5) What actions has your organization taken in the reporting year to progress your biodiversity-related commitments?

	Have you taken any actions in the reporting period to progress your biodiversity-related commitments?	Type of action taken to progress biodiversity- related commitments
Row 1	No, and we do not plan to undertake any biodiversity-related actions	<Not Applicable>

C15.6

(C15.6) Does your organization use biodiversity indicators to monitor performance across its activities?

	Does your organization use indicators to monitor biodiversity performance?	Indicators used to monitor biodiversity performance
Row 1	No	Please select

C15.7

(C15.7) Have you published information about your organization's response to biodiversity-related issues for this reporting year in places other than in your CDP response? If so, please attach the publication(s).

Report type	Content elements	Attach the document and indicate where in the document the relevant biodiversity information is located
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C16. Signoff

C-FI

(C-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.

C16.1

(C16.1) Provide details for the person that has signed off (approved) your CDP climate change response.

	Job title	Corresponding job category
Row 1	Chief Financial Officer	Chief Financial Officer (CFO)