

## C0. Introduction

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### C0.1

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

##### The Power of Partnership

On a basic level, Fastenal can be described as a broad-line distributor of industrial and construction supplies. But we don't just 'distribute' products from point A to B. We push the limits of supply chain performance to help organizations reduce waste and focus finite resources on things that bring value to the world.

Making it happen requires end-to-end capabilities: robust global sourcing structures, high-tech distribution centers, a captive transportation fleet, thousands of in-market servicing locations, and tens of thousands of inventory management solutions within customer sites. Simply put, we are able to impact the supply chain because we *control* it – from the source, to the last mile, to the point of use.

In the context of sustainability, we believe this model presents unique opportunities: to pioneer ever more efficient ways to procure, transport, and use products; to help hundreds of thousands of organizations operate more efficiently; and to make a positive impact that extends well beyond our own operations.

##### Where Industry Meets Innovation

Traditionally, industrial supplies have been a 'blind spot' for manufacturers and other businesses. Limited visibility to basic information like what product is on hand, where it's located, and how it's being used led to various forms of waste – from obsolete inventory and over-consumption to stock outages and inefficient rush deliveries.

Over the past 15 years, Fastenal has emerged as the global leader in point-of-use technologies that take industrial supplies out of the shadows and into a transparent, planned environment. This includes the mass deployment of vending devices that allow organizations to track and control high-volume consumables, driving a significant and sustained reduction in product consumption.

By digitalizing physical concepts like inventory and usage, we're able to monitor inventory remotely, proactively plan the upstream supply chain, and illuminate opportunities for continuous improvement. Today, we have approximately 100,000 point-of-use devices in place at customer sites around the world – each one a solution to drive waste, cost, and risk out of the supply chain.

##### Where Innovation Meets Responsibility

Fastenal offers a variety of resources specifically geared to help organizations achieve their sustainability goals. Visitors to Fastenal.com have easy eCommerce access to 76,000-plus environmentally preferred products. We support customers with turnkey waste stream solutions through our partnerships with 56 leaders in the material recycling field. Meanwhile, our industrial services, such as cutter regrinding and tool repair, mitigate waste stream impacts in a different way – by helping to extend the service life of the product.

More broadly, sustainability is an intrinsic feature of our strategic service model. When organizations partner with Fastenal to avoid over-consumption, obsolete inventory, redundant purchases, expedited ordering, and overlapping deliveries from multiple vendors, they're taking waste out of their business *and* the environment, with fewer materials consumed and fewer emissions produced.

These outcomes stem from deep-seated values. For 55 years, Fastenal has prospered through careful resource consumption, sustainable value creation for stakeholders, and a core belief in people – foundational concepts that align seamlessly with our ESG vision. Today, that vision can be summed up with three words: **people, planet, and solutions**. Here's a closer look:

##### People

It starts with a belief in people – a respect for the unique humanness and incredible potential we all possess. This belief guides everything we do. Because we value people, we prioritize safety, we foster a culture of equity and respect, and we strive to improve communities and the planet. Because we believe in human potential, we invest in resources for each employee to enhance their skills and advance in their careers. We also empower them to make local decisions and to 'think big' about how to make our operations more efficient. The best ideas come from those closest to the process or problem.

##### Planet

Fastenal is pursuing sustainability on two broad fronts. One is providing products, programs, and solutions to help our business partners operate more sustainably (the primary focus of this introduction). The other is reducing waste and emissions within our own operations (which will be the focus of the remainder of the questionnaire).

##### Solutions

We invest in personnel, partnerships, and structures – locally and around the world – to maintain continuity of supply for our business partners even in times of global disruption. But we don't just help organizations keep running. We help them *move forward* with solutions to drive their most important business goals, including those related to sustainability. Our overriding mission: create a supply chain that's not only strong and reliable but also ethical, humane, and sustainable.

## C0.2

**(C0.2) State the start and end date of the year for which you are reporting data.**

	Start date	End date	Indicate if you are providing emissions data for past reporting years	Select the number of past reporting years you will be providing emissions data for
Reporting year	January 1 2021	December 31 2021	No	<Not Applicable>

## 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  
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(s)	Please explain
Board Chair	The board chair has responsibility for climate-related issues. All directives for the agenda of board meetings are led by the board chair. The topic of Environmental, Social and Governance (ESG), including climate-related issues, occurs on the meeting agenda quarterly.
Board-level committee	The Nominating and Corporate Governance Committee Chair serves as a liaison to the ESG Manager and proposes climate-related topics to be included on the quarterly board meeting agenda.

**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 – all meetings	Reviewing and guiding strategy Reviewing and guiding major plans of action Reviewing and guiding risk management policies Monitoring implementation and performance of objectives	<Not Applicable>	A formal schedule and cadence of ESG topics for general board discussion is determined by the Board Chair and as seen fit by the Board of Directors and other operational business owners. With the increased focus on environmental and climate-related issues, there is an expectation that these topics will be on the agenda quarterly.

**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	Experience and background in global business management, strategic planning, corporate governance, and ESG thought leadership.	<Not Applicable>	<Not Applicable>

**C1.2**

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

Name of the position(s) and/or committee(s)	Reporting line	Responsibility	Coverage of responsibility	Frequency of reporting to the board on climate-related issues
Chief Financial Officer (CFO)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly
Other, please specify (Internal Audit Manager)	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly
Environment/ Sustainability manager	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Quarterly
Business unit manager	<Not Applicable>	Both assessing and managing climate-related risks and opportunities	<Not Applicable>	Not reported to the board

**C1.2a**

**(C1.2a) Describe where in the organizational structure this/these position(s) and/or committees lie, what their associated responsibilities are, and how climate-related issues are monitored (do not include the names of individuals).**

**Chief Financial Officer** is a Senior Executive with responsibility for overseeing and approving 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 Auditor.

**Internal Audit Manager** is a Finance Department Lead overseeing the activities of the ESG Manager, conducting Enterprise Risk Management (ERM) processes to measure the degree of risk related to ESG and other matters. Internal Audit Managers reports directly to CFO and reviews progress in bi-monthly meetings with ESG Manager.

**Environmental, Social and Governance Manager** reports to Internal Audit Manager and is responsible for executing climate strategies and fostering collaboration within the organization, executing climate/ESG strategies, advocating internally, and directly engaging internal stakeholders in in pursuit of established goals. Climate-related issues are monitored by a comparative data analysis process (first established in 2020) which is completed on a yearly basis. The comparison of data is completed via a data model for this filing.

**Environmental, Health and Safety (EHS) Manager** reports to the Executive Vice President of Manufacturing. Climate-related responsibilities include waste tracking and diversion, energy management, and reduction targets for direct operations. The EHS Manager assesses and monitors climate-related risks and opportunities through our risk management process on an annual basis. Climate-related issues are monitored and discussed on an as needed basis with the Executive VP of Manufacturing, ESG Manager, and other stakeholders.

**Director of Supply Chain Compliance** reports to the Vice President of Product Development. Climate-related responsibilities include compliance related to green products, environmentally focused manufacturing practices, and global sourcing initiatives. Green product certifications or representations are governed by the supply chain compliance team using industry standards. Climate-related supplier representations are reviewed quarterly to ensure compliance and that new standards are adopted. Director of Supply Chain Compliance collaborates with operations and key suppliers to achieve continuous improvement in packaging and supply chain practices. Climate-related issues are monitored and discussed on a weekly basis with ESG Manager.

**Enterprise Strategic Alignment (ESA)** is a multi-disciplinary committee comprised of stakeholders with oversight from the ESA Executive Committee. Climate-related responsibilities include understanding the applicable emerging regulations and the organizational impacts relating to reputation and brand. The committee works to align company strategic objectives with overall ESG initiatives. Climate-related issues are discussed with the Enterprise Strategic Alignment Executive Committee on a quarterly basis.

**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	ESG Manager has direct incentives related to reporting climate-related issues and ESG matters. Business Unit Owners have indirect incentives to the extent that improvements in their business that carry climate benefits also carry profit benefits, to which their incentive compensation is tied.

**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	Type of incentive	Activity incentivized	Comment
Environment/Sustainability manager	Monetary reward	Company performance against a climate-related sustainability index	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.
Business unit manager	Monetary reward	Other (please specify) (Indirect incentives related to company profitability)	Business Unit Owners have indirect incentives to the extent that improvements in their business that carry climate benefits also carry profit benefits, to which their incentive compensation is tied.

**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	0	Fastenal assesses short-term climate-related risks through an onset and likelihood scale. Items that have a very rapid onset with little or no warning are classified as short-term risks. These items are assessed as risks that have a greater than 75% probability of existence in our current business operations.
Medium-term	0	2	Items that have a high or medium rate of onset occurring over several days to several weeks are classified as medium-term risk. These items are assessed for an onset period of several days with a 50%-75% chance of occurring in the next 2 years. The risk event is viewed as likely to occur within the next year and has happened recently.
Long-term	3	10	Items that have a low rate of onset occurring from several months to years are classified as long-term. These items are assessed as a medium to low risk 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?

Substantive financial or strategic impacts are defined as risks and uncertainties which may cause our operating results to vary from anticipated results or may negatively affect our operating results and profitability. Performance indicators include a measurement of GHG emissions; solid waste generation; solid waste reduction, including packaging reduction targets; water use & discharge; chemical use; universal & hazardous waste; business travel & shipping travel; office supplies; facility energy & occupancy reduction; consumption & distribution of low-carbon products; GHG reduction services; and monitoring supplier operations.

## 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

#### 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

Facility energy consumption; water use and discharge; chemical use; universal and hazardous waste; and office materials are considerations that fall under the direct operation portion of our value chain. As part of our ISO 14001 Environmental Management System, Fastenal utilizes a multi-stakeholder, multi-department committee to assess various aspects of risks related to our operations in addition to potential opportunities. This process consists of scoring 4 primary considerations (regulatory obligations, impact or severity, likelihood of occurrence, and risk and opportunity levels) in determining the level of risk this consideration presents to our business. In addition, Fastenal performs multi-site, multi-level environmental audits and incorporates these into our overall risk process.

#### 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

Solid waste, including packaging material is an aspect of consideration. This falls under upstream, direction operations, and downstream portions of our value chain. As part of our ISO 14001 Environmental Management System, Fastenal utilizes a multi-stakeholder, multi-department committee to assess various aspects of risks related to our operations in addition to potential opportunities. This process consists of scoring 4 primary considerations (regulatory obligations, impact or severity, likelihood of occurrence, and risk and opportunity levels) in determining the level of risk this consideration presents to our business. In addition, Fastenal performs multi-site, multi-level environmental audits and incorporates these into our overall risk process.

#### Value chain stage(s) covered

Upstream

#### 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**

Supplier operations is an aspect of consideration that falls under the operation portion of our value chain. As part of our ISO 14001 Environmental Management System, Fastenal utilizes a multi-stakeholder, multi-department committee to assess various aspects of risks related to our operations in addition to potential opportunities. This process consists of scoring 4 primary considerations (regulatory obligations, impact or severity, likelihood of occurrence, and risk and opportunity levels) in determining the level of risk this consideration presents to our business. In addition, Fastenal performs multi-site, multi-level environmental audits and incorporates these into our overall risk process.

**Value chain stage(s) covered**Direct operations  
Upstream**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**

Shipping travel and business travel are considerations that fall under the upstream and direct operation of our value chain. As part of our ISO 14001 Environmental Management System, Fastenal utilizes a multi-stakeholder, multi-department committee to assess various aspects of risks related to our operations in addition to potential opportunities. This process consists of scoring 4 primary considerations (regulatory obligations, impact or severity, likelihood of occurrence, and risk and opportunity levels) in determining the level of risk this consideration presents to our business. In addition, Fastenal performs multi-site, multi-level environmental audits and incorporates these into our overall risk process.

**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	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. 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.
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) 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**

Other, please specify (Weather related logistics &amp; transportation impacts)

**Climate risk type mapped to traditional financial services industry risk classification**

&lt;Not Applicable&gt;

**Company-specific description**

Incident weather and other disruptions to the transportation network could adversely impact our distribution system and demand for our products. Our ability to provide efficient distribution of core business products to our branch network is an integral component of our overall business strategy. Disruptions at distribution centers or shipping ports may affect our ability to both maintain core products in inventory and deliver products to our customers on a timely basis, which may in turn adversely affect our results of operations. In addition, severe weather conditions could adversely affect demand for our products in particularly hard-hit regions.

**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, a single figure estimate

**Potential financial impact figure (currency)**

0

**Potential financial impact figure – minimum (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – maximum (currency)**

&lt;Not Applicable&gt;

**Explanation of financial impact figure**

Fastenal considers the financial impact to be confidential business information. A value of zero was provided as a response to the survey.

**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 likeliness 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****Identifier**

Risk 2

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Technology	Unsuccessful investment in new technologies
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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**

&lt;Not Applicable&gt;

**Company-specific description**

Interruptions in the proper functioning of information systems or the inability to maintain or upgrade our information systems, or convert to alternate systems in a timely and efficient manner, could disrupt operations, cause unanticipated increases in costs and/or decreases in revenues, and result in less efficient operations. The proper functioning of our information systems is critical to many aspects of our business and we could be adversely affected if we experience a disruption or data loss relating to our information systems and are unable to recover in a timely manner. Our information systems are protected with robust backup systems and processes, including physical and software safeguards and remote processing capabilities. Still, information systems are vulnerable to natural disasters, power losses, unauthorized access, telecommunication failures, and other problems. In addition, certain software used by us is licensed from, and certain services related to our information systems are

provided by, third parties who could choose to discontinue their products or services or their relationship with us. It is also possible that we are unable to improve, upgrade, maintain, and expand our information systems. Our ability to process orders, maintain proper levels of inventories, collect accounts receivable, pay expenses, and maintain the security of company and customer data, as well as the success of our growth drivers, is dependent in varying degrees on the effective and timely operation and support of our information technology systems. If critical information systems fail or these systems or related software or services are otherwise unavailable, or if we experience extended delays or unexpected expenses in securing, developing, and otherwise implementing technology solutions to support our growth and operations, it could adversely affect our profitability and/or ability to grow.

**Time horizon**

Short-term

**Likelihood**

About as likely as not

**Magnitude of impact**

Medium-high

**Are you able to provide a potential financial impact figure?**

Yes, a single figure estimate

**Potential financial impact figure (currency)**

0

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Fastenal considers the financial impact to be confidential business information. A value of zero was provided as a response to the survey.

**Cost of response to risk**

**Description of response and explanation of cost calculation**

Fastenal has implemented an Information Technology Steering committee that is responsible for reviewing and prioritizing IT development projects while considering the impacts of each potential project or system. Fastenal utilizes a risk register containing all identified risks for the organization. The risk classification is determined based on an onset and likeliness scale and risks are applied with both qualitative and quantitative metrics on an annual basis. The qualitative and 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**

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**Identifier**

Risk 3

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Emerging regulation	Enhanced emissions-reporting obligations
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**Primary potential financial impact**

Increased indirect (operating) costs

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Fastenal has a dedicated Environmental Health and Safety team that performs multi-site, multi-level environmental audits and incorporates these into our overall risk identification process. As climate-related issues and environmental topics continue to arise in regulatory spaces the reporting recommendations and obligations will likely increase. Fastenal encounters risk related to this topic if baseline reporting on the consumption of fuels, raw materials, and energy as well as considerations into various technologies, carbon pricing programs, and fleet prototyping does not occur. Lack of mitigation to this risk could have a negative impact on the ability to perform and comply with increased regulatory and reporting requirements and could adversely impact the companies ability to perform and could decrease profitability.

**Time horizon**

Long-term

**Likelihood**

More likely than not

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Yes, a single figure estimate

**Potential financial impact figure (currency)**

0

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Fastenal considers the financial impact to be confidential business information. A value of zero was provided as a response to the survey.



**Cost of response to risk**

**Description of response and explanation of cost calculation**

Fastenal has many internal stakeholders – ESG, property, supply chain, sourcing, EHS, transportation, as well as leaders of global sales and operating business units who are responsible for monitoring and reporting on risks and opportunities, to leadership, within their area of expertise. The organization's decentralization model relies on those closest to the issue at hand to think creatively, make decisions, and take effective action. Items identified at the business unit or internal stakeholder level are shared with the risk oversight committee. 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 qualitative and 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**

**Identifier**

Risk 4

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Acute physical	Storm (including blizzards, dust, and sandstorms)
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**Primary potential financial impact**

Other, please specify (Weather related logistics & transportation impacts)

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Inclement weather and other disruptions to the transportation network could adversely impact our distribution system and demand for our products. Our ability to provide efficient distribution of core business products to our branch network is an integral component of our overall business strategy. Disruptions at distribution centers or shipping ports may affect our ability to both maintain core products in inventory and deliver products to our customers on a timely basis, which may in turn adversely affect our results of operations. In addition, severe weather conditions could adversely affect demand for our products in particularly hard-hit regions.

**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, a single figure estimate

**Potential financial impact figure (currency)**

0

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Fastenal considers the financial impact to be confidential business information. A value of zero was provided as a response to the survey.

**Cost of response to risk**

**Description of response and explanation of cost calculation**

**Comment**

**Identifier**

Risk 5

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Acute physical	Flood (coastal, fluvial, pluvial, groundwater)
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**Primary potential financial impact**

Other, please specify (Weather related logistics, transportation impacts, as well as potential impacts on operational facilities. )

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Inclement weather and other disruptions to the transportation network could adversely impact our distribution system and demand for our products. Our ability to provide efficient distribution of core business products to our branch network is an integral component of our overall business strategy. Disruptions at distribution centers or shipping ports may affect our ability to both maintain core products in inventory and deliver products to our customers on a timely basis, which may in turn adversely affect our results of operations. In addition, severe weather conditions could adversely affect demand for our products in particularly hard-hit regions.

**Time horizon**

Short-term

**Likelihood**

Unlikely

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Yes, a single figure estimate

**Potential financial impact figure (currency)**

0

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Fastenal considers the financial impact to be confidential business information. A value of zero was provided as a response to the survey.

**Cost of response to risk**

**Description of response and explanation of cost calculation**

**Comment**

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**Identifier**

Risk 6

**Where in the value chain does the risk driver occur?**

Direct operations

**Risk type & Primary climate-related risk driver**

Acute physical	Wildfire
----------------	----------

**Primary potential financial impact**

Other, please specify (Logistics and transportation impacts)

**Climate risk type mapped to traditional financial services industry risk classification**

<Not Applicable>

**Company-specific description**

Disruptions to the transportation network could adversely impact our distribution system and demand for our products. Our ability to provide efficient distribution of core business products to our branch network is an integral component of our overall business strategy. Disruptions at distribution centers or shipping ports may affect our ability to both maintain core products in inventory and deliver products to our customers on a timely basis, which may in turn adversely affect our results of operations. In addition, a wildfire could adversely affect demand for our products in particularly hard-hit regions.

**Time horizon**

Short-term

**Likelihood**

Unlikely

**Magnitude of impact**

Medium-low

**Are you able to provide a potential financial impact figure?**

Yes, a single figure estimate

**Potential financial impact figure (currency)**

0

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Fastenal considers the financial impact to be confidential business information. A value of zero was provided as a response to the survey.

**Cost of response to risk**

**Description of response and explanation of cost calculation**

**Comment**

---

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) 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**

Resource efficiency

**Primary climate-related opportunity driver**

Use of more efficient modes of transport

**Primary potential financial impact**

Reduced direct costs

**Company-specific description**

For our commercial fleet, we use the latest model, most fuel-efficient, and aerodynamic fleet on the road. The average age of Fastenal semis is 29 months vs the industry average of 84 – 96 months. As an organization, we are a SmartWay Carrier with designated SmartWay tractors, and long-haul freight vehicles designed to significantly lower fuel consumption & emissions of air pollutants. They are tested and validated to ensure top performance. As part of our sustainable distribution efforts, we piloted a battery-electric powered straight truck to service branches in the Los Angeles, CA metro area, to test commercial electric trucks in real-world situations and drive future improvements to the technology. The electric straight truck began service in our fleet in early January 2020 and continued through 2021. The electric straight truck made deliveries of a wide-ranging of products to 28 company branches and customer-specific Onsite locations – from Los Angeles, CA to coastal Orange County, CA to the Inland Empire, CA. The electric straight truck is ideally suited for local transportation of goods as well as for last-mile deliveries – a good fit for our customer-centric distribution model, providing a consistent flow of product from regional hubs, to local markets, and ultimately to customers' points of use. This opportunity adds a new dimension to our sustainability efforts. As an organization, we believe these initiatives can offer some insights to help bring electric trucks into wider commercial use.

**Time horizon**

Medium-term

**Likelihood**

More likely than not

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Yes, an estimated range

**Potential financial impact figure (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – minimum (currency)****Potential financial impact figure – maximum (currency)****Explanation of financial impact figure**

Fastenal considers the financial impact of this opportunity to be confidential business information. A value of zero was provided as a response to the survey.

**Cost to realize opportunity****Strategy to realize opportunity and explanation of cost calculation**

The financial impact of opportunities is determined based on both qualitative and quantitative metrics on an annual basis. The qualitative and quantitative metrics are used to perform a financial impact analysis and are shared with business unit owners, such as the Board of Directors, Executive Management, and C-Suite Managers to verify the metrics used in the financial impact analysis.

**Comment****Identifier**

Opp2

**Where in the value chain does the opportunity occur?**

Direct operations

**Opportunity type**

Energy source

**Primary climate-related opportunity driver**

Use of new technologies

**Primary potential financial impact**

Reduced direct costs

**Company-specific description**

Fastenal has dedicated efforts to the research and development of renewable energy resources. Fastenal views solar panels as an opportunity to produce energy and reduce consumption from energy generated at power plants that produce greater greenhouse gas emissions. Opportunities to integrate Solar Power into the organizations' operations and reduce overall greenhouse gas emissions have currently been identified in our office buildings and distribution center locations.

**Time horizon**

Short-term

**Likelihood**

Virtually certain

**Magnitude of impact**

Medium

**Are you able to provide a potential financial impact figure?**

Yes, a single figure estimate

**Potential financial impact figure (currency)**

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Fastenal considers the financial impact of this opportunity to be confidential business information. A value of zero was provided as a response to the survey.

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**

The financial impact of opportunities is determined based on both qualitative and quantitative metrics on an annual basis. The qualitative and quantitative metrics are used to perform a financial impact analysis and are shared with business unit owners, such as the Board of Directors, Executive Management, and C-Suite Managers to verify the metrics used in the financial impact analysis.

**Comment**

---

**Identifier**

Please select

**Where in the value chain does the opportunity occur?**

Please select

**Opportunity type**

Please select

**Primary climate-related opportunity driver**

<Not Applicable>

**Primary potential financial impact**

Please select

**Company-specific description**

**Time horizon**

Please select

**Likelihood**

Please select

**Magnitude of impact**

Please select

**Are you able to provide a potential financial impact figure?**

Please select

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

**Cost to realize opportunity**

**Strategy to realize opportunity and explanation of cost calculation**

**Comment**

---

C3. Business Strategy

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C3.1

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

Row 1

**Transition plan**

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

**Publicly available transition plan**

<Not Applicable>

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

<Not Applicable>

**Description of feedback mechanism**

<Not Applicable>

**Frequency of feedback collection**

<Not Applicable>

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

<Not Applicable>

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

The transition plan will follow the company's inclusion of net zero by 2050 within our strategy which we anticipate to be within the next 2 years.

**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	Other, please specify (This is an immediate priority that will be integrated in to the Environmental, Social, and Governance initiative related to climate-related goals.)	The sustainability initiative at Fastenal is heavily underway but is currently in the early stages of development. An area identified as an opportunity for improvement is data quality and capture. In order for Fastenal to responsibly and accurately participate in a climate-related scenario analysis, we must first take internal steps to capture and verify that our data integrity meets our own standards and expectations. As an organization, we are striving to prepare for this analysis in the future but do not have a plan to do this in the next year.

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	Regulatory compliance, resource availability, and cost, as well as climate-related and environmental impacts, have influenced the products and services that we offer and sell. Fastenal's green initiatives are a logical evolution of our lean quality initiatives, which are focused on eliminating waste, creating efficiencies, and continuous improvement. Our green approach is to continuously improve our green credentials, with smart resource use, optimized distribution routes, and reduced consumption initiatives, representing three key areas of focus contributing to overall company sustainability and responsibility. Our green approach is also aligned with our government contract compliance processes. It is our mission to operate our business with minimal environmental impact and help our customers do the same by offering green products and services to help them meet their sustainability needs and goals. Fastenal has worked to establish a green product offering from key suppliers for national distribution in an effort to mitigate the risk surrounding climate-related impacts.
Supply chain and/or value chain	Yes	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.
Investment in R&D	Yes	Fastenal has invested in systems that allow us to critically analyze our business as a whole. During our analysis, items of risk related to the environment and climate-related activities have continued to expand and re-surface. The frequency, occurrence, and likelihood of these risk events occurring have influenced us to continue to participate in the investment in research and development to ensure that we are not only compliant but also positioned in the market to handle upcoming changes in regulation. An internal Enterprise Strategic Alignment committee focused on sustainability will continue to evaluate areas where additional investment in research and development is needed or should be performed.
Operations	Yes	Climate-related risks and opportunities surrounding day-to-day operations have impacted Fastenal Company through the activities in which we engage. It has impacted our use of internal office supplies, the use of technologies such as OCR to eliminate or reduce paper, use of reusable totes instead of single-use packaging, use of composites instead of pallets, and the implementation of building management systems that are designed with efficiencies in mind. It has also impacted our overall sustainability goals. Fastenal strives to be environmentally responsible wherever viable. This impact on our core day-to-day operations has provided a valuable return on investment and will be a continuous exercise as we improve the company's overall sustainability and reduce our environmental footprint.

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	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.

**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

**Year target was set**

2021

**Target coverage**

Site/facility

**Scope(s)**

Scope 2

**Scope 2 accounting method**

Location-based

**Scope 3 category(ies)**

<Not Applicable>

**Intensity metric**

Other, please specify (5% fewer kWh consumed compared as a ratio of kWh to 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)**

961.0785

**Intensity figure in base year for 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)**

961.0785

**% 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 (in all Scope 3 categories) covered by this Scope 3 intensity figure**

<Not Applicable>

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

37.6

**Target year**

2025

**Targeted reduction from base year (%)**

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

<Calculated field>

**% 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)**

961.0785

**Intensity figure in reporting year for 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)**

961.0785

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

<Not Applicable>

**Target status in reporting year**

New

**Is this a science-based target?**

No, but we anticipate setting one in the next 2 years

**Target ambition**

<Not Applicable>

**Please explain target coverage and identify any exclusions**

Coverage includes key production 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?**

Other climate-related target(s)

## C4.2b

**(C4.2b) Provide details of any other climate-related targets, including methane reduction targets.**

## 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	2	4895.9
To be implemented*		
Implementation commenced*	1	157
Implemented*	4	2530
Not to be implemented		

## C4.3b

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

**Initiative category & Initiative type**

Energy efficiency in buildings	Heating, Ventilation and Air Conditioning (HVAC)
--------------------------------	--

**Estimated annual CO2e savings (metric tonnes CO2e)**

28

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

Scope 2 (location-based)

**Voluntary/Mandatory**

Voluntary

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

1565

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

5000

**Payback period**

1-3 years

**Estimated lifetime of the initiative**

6-10 years

**Comment**

Facility replacement of all the roof screws and resealed all the laps, resealed and reset the HVAC roof curbs, replaced both HVAC units with 7.5T units with hail guards, and re-insulated the roof of the branch. Our energy star score went from 71 originally to a 92 (27% reduction in energy cost and 39% reduction in kWh consumed).

**Initiative category & Initiative type**

Waste reduction and material circularity	Waste reduction
--	-----------------

**Estimated annual CO2e savings (metric tonnes CO2e)**

2500

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

Scope 3 category 5: Waste generated in operations

**Voluntary/Mandatory**

Voluntary

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

500000

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

50000

**Payback period**

1-3 years

**Estimated lifetime of the initiative**

6-10 years

**Comment**

Improvement in recycling processes and programs from metals, cardboard, wood products. Implementation of waste audits and inspections as well as increased recycling of waste streams.

**Initiative category & Initiative type**

Waste reduction and material circularity	Waste reduction
--	-----------------

**Estimated annual CO2e savings (metric tonnes CO2e)**

2.19

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

Scope 3 category 5: Waste generated in operations

**Voluntary/Mandatory**

Voluntary

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

13245

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

954

**Payback period**

&lt;1 year

**Estimated lifetime of the initiative**

3-5 years

**Comment**

Installed a water dispenser and discontinued the purchase and stocking of plastic water bottles in a vending machine.

**Initiative category & Initiative type**

Company policy or behavioral change	Other, please specify (Transition from in-person to virtual training)
-------------------------------------	---



**Estimated annual CO2e savings (metric tonnes CO2e)**

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

Scope 3 category 6: Business travel

**Voluntary/Mandatory**

Voluntary

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

950000

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

687000

**Payback period**

<1 year

**Estimated lifetime of the initiative**

Ongoing

**Comment**

Monetary savings include costs associated with air transportation, ground transportation, and incidental indirect materials (course material, lunches, facility use)

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### C4.3c

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

Method	Comment
Financial optimization calculations	
Employee engagement	
Lower return on investment (ROI) specification	
Please select	

### C4.5

---

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

Yes

### C4.5a

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**(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 (Green product offering)

**Type of product(s) or service(s)**

Other	Other, please specify (Supply chain management services designed to reduce consumption and provide transparency to usage)
-------	---

**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**

**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 No, but we have discovered significant errors in our previous response(s)	The methodology utilized between the 2021 and the 2022 submissions has changed. Additionally, we have identified a Scope 1 emissions error which overstated fuel consumption.

C5.1c

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

	Base year recalculation	Base year emissions recalculation policy, including significance threshold
Row 1	No, because we have not evaluated whether the changes should trigger a base year recalculation	

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)

72667.006

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)

**C6. Emissions data**

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**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)**

132029.12

**Start date**

<Not Applicable>

**End date**

<Not Applicable>

**Comment**

GHG emissions from stationary source fuel combustion were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard ('Protocol' hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. This section employed the 'Fuel Analysis Method' for estimating GHG emissions from stationary combustion sources. 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 2021. GHG emissions from mobile source fuel combustion were calculated following the WRI/WBCSD's GHG Protocol: Corporate Accounting and Reporting Standard ('Protocol' hereafter). Total GHG emissions are reported in metric tons of CO2 equivalent, independent of any GHG trades. First, primary data were obtained for the mass or volume 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 2021.

**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 have operations where we are able to access electricity supplier emission factors or residual emissions factors, but are unable to report 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 ('Protocol' hereafter). 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, April, 2021. 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**

51117.14

**Scope 2, market-based (if applicable)**

<Not Applicable>

**Start date**

<Not Applicable>

**End date**

<Not Applicable>

**Comment**

**C6.4**

---

**(C6.4) Are there any sources (e.g. facilities, specific GHGs, activities, geographies, etc.) of Scope 1 and Scope 2 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**

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**

**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**

The majority of goods purchased and distributed through the value chain are shipped on an internal fleet. Roughly 90% of the tonnage shipped is included in our internal fleet and logistics program. This allows Fastenal to optimize our value chain by focusing on efficiencies in route planning. Our composite bins allow us to ship, on average, 40% more product on our trucks.

**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**

The majority of goods purchased and distributed through the value chain are shipped on an internal fleet. Roughly 90% of the tonnage shipped is included in our internal fleet and logistics program. This allows Fastenal to optimize our value chain by focusing on efficiencies in route planning. Our composite bins allow us to ship, on average, 40% more product on our trucks.

**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 planning to implement use of 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**

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**

Employee commuting was reduced greatly due to the COVID-19 pandemic and will be monitored and calculated in future years to understand the environmental impacts achieved from the introduction of a remote or hybrid work program.

### 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

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

The majority of goods purchased and distributed through the value chain are shipped on an internal fleet. Roughly 90% of the tonnage shipped is included in our internal fleet and logistics program. This allows Fastenal to optimize our value chain by focusing on efficiencies in route planning. Our composite bins allow us to ship, on average, 40% more product on our trucks.

### Processing 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

At this time data is not requested from customers for Scope 3.

### Use of sold products

#### 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

Opportunities for engagement in end-of-life reuse and recycling programs have been identified and made available to customers through partnership and engagement programs.

### 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

Engagement in end of life reuse and recycling programs have been identified and made available to customers through partnership and engagement programs.



**Downstream leased assets**

**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**

**Franchises**

**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**

**Investments**

**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 (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

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

No

C6.10

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**(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**

0.000030469

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

183146.25

**Metric denominator**

unit total revenue

**Metric denominator: Unit total**

6010900000

**Scope 2 figure used**

Location-based

**% change from previous year**

38

**Direction of change**

Decreased

**Reason for change**

A misapplication of data into the calculation resulted in an overstatement of fuel consumption in Scope 1 in 2021 submission. Additionally, a change in methodology between the 2021 and the 2022 submission resulted in a reduction in emissions for both Scope 1 and 2. Scope 1: Reductions were also impacted by better planning to reduce truck routes; telematics that monitor speed, idle and utilization; GIS and continuous route monitoring to identify more efficient truck and driver usage; installation of trailer decking designed to increase load capacity and decrease the number of trucks needed per mile. Scope 2: We strive to integrate sustainability considerations into all our business decisions, plans and operations. ISO standards provide a strong foundation for helping our organization contribute to the United National Sustainable Development Goals (SDGs). The Company conforms to the ISO 14001:2015 Environmental standard. Additionally, we practice behavior-based coaching; observation engagement and sustainability training to identify and improve operational efficiencies, facility process, and overall business unit performance by positively reinforcing best practices and getting feedback to improve our systems and processes. As part of our commitment to the protection of the environment we strive to prevent pollution and reduce our carbon footprint. Specific examples that illustrate our efforts as disclosed in C4.3b include: -Solid waste diversion -Lighting efficiency retrofits -UV shading - Solar Shading -Electric straight trucks -Sustainability trainings

**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/region.**

Country/Region	Scope 1 emissions (metric tons CO2e)
Austria	5.288
Belgium	28.305
Canada	89.262
Czechia	785.383
France	66.158
Germany	293.092
Hungary	24.63
Italy	203.099
Netherlands	35.209
Poland	495.753
Romania	298.37
Spain	21.014
Switzerland	26.529
United States of America	129657.013

**C7.3**

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

By business division

### C7.3a

**(C7.3a) Break down your total gross global Scope 1 emissions by business division.**

Business division	Scope 1 emissions (metric ton CO2e)
Manufacturing	3059.8
Shipping	107056.631
Distribution	1680.04
Retail	20232.64

### C7.5

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

Country/Region	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Austria	2.684	
Belgium	0.632	
Czechia	12.356	
France	2.127	
Germany	28.035	
Hungary	3.405	
Ireland	33.48	
Italy	23.837	
Netherlands	117.799	
Poland	19.416	
Romania	33.412	
United Kingdom of Great Britain and Northern Ireland	26.976	
Spain	1.873	
Switzerland	0.036	
Canada	296.259	
United States of America	50514.802	

### C7.6

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

By business division

### C7.6a

**(C7.6a) Break down your total gross global Scope 2 emissions by business division.**

Business division	Scope 2, location-based (metric tons CO2e)	Scope 2, market-based (metric tons CO2e)
Manufacturing	6520	
Distribution	12701.57	
Retail	31895.57	
Shipping	0	

### 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?**

Decreased

### 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	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		<Not Applicable >		
Change in boundary		<Not Applicable >		
Change in physical operating conditions		<Not Applicable >		
Unidentified		<Not Applicable >		
Other	94338.4	Decreased	33.9977	The changes are associated with both a shift in methodology resulting in an impact on Scope 1 & Scope 2 emissions and an error in the methodology used in the previous year. 2020 Fuel consumption was overstated resulting in an inflated 2021 Scope 1 emissions calculation.

## 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?**

Location-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			
Consumption of purchased or acquired electricity	<Not Applicable>			
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>			

**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**

**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**

**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**

**Other renewable fuels (e.g. 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**

**Coal**

**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**

**Oil**

**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**

**Gas**

**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**

**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**

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**

**C8.2g**

**(C8.2g) Provide a breakdown of your non-fuel energy consumption by country.**

**Country/area**

Austria

**Consumption of electricity (MWh)**

20.2

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

0

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

20.2

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

**Country/area**

Belgium

**Consumption of electricity (MWh)**

4.13

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

0

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

4.13

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

**Country/area**

Canada

**Consumption of electricity (MWh)**

2278.91

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

0

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

2278.91

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Czechia

**Consumption of electricity (MWh)**

22.68

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

0

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

22.68

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

France

**Consumption of electricity (MWh)**

35.52

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

0

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

35.52

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Germany

**Consumption of electricity (MWh)**

74.04

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

0

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

74.04

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Hungary

**Consumption of electricity (MWh)**

13.46

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

0

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

13.46

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Ireland

**Consumption of electricity (MWh)**

96.19

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

0

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

96.19

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Italy

**Consumption of electricity (MWh)**

70.41



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

0

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

70.41

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Netherlands

**Consumption of electricity (MWh)**

260.57

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

0

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

260.57

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Poland

**Consumption of electricity (MWh)**

24.54

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

0

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

24.54

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Romania

**Consumption of electricity (MWh)**

107.74

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

0

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

107.74

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Spain

**Consumption of electricity (MWh)**

8.5

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

0

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

8.5

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

Switzerland

**Consumption of electricity (MWh)**

3.08

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

0

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

3.08

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

---

**Country/area**

United Kingdom of Great Britain and Northern Ireland

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**Consumption of electricity (MWh)**

127.05

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

0

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

127.05

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

**Country/area**

United States of America

**Consumption of electricity (MWh)**

130305.76

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

0

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

130305.76

**Is this consumption excluded from your RE100 commitment?**

<Not Applicable>

**C9. Additional metrics**

**C9.1**

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

**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 third-party verification or assurance

**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, but we anticipate being regulated in the next three years

**C11.1d**

**(C11.1d) What is your strategy for complying with the systems you are regulated by or anticipate being regulated by?**

Fastenal will use third party consulting services and technology solutions to understand and administer compliance surrounding environmental and climate-related topics.

C11.2

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**(C11.2) Has your organization originated or purchased any project-based carbon credits within the reporting period?**

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

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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 (Compliance & Onboarding)

**Details of engagement**

Other, please specify (Fastenal utilizes a standardized method of onboarding and compliance of suppliers. The process engages our supplier base in such a way that optimizes Fastenal's ability to make appropriate decisions and hold our supplier base accountable.)

**% 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. In 2023-2024, Fastenal's Supplier Development and Supply Chain Compliance teams will be incorporating KPIs on Supplier Scorecards.

**Comment**

---

**Type of engagement**

Information collection (understanding supplier behavior)

**Details of engagement**

Other, please specify (Fastenal engages with our preferred supplier base at every opportunity to monitor, participate in active communication, and understand our supplier behavior and what environmental and climate-related concerns and initiatives in which they engage.)

**% of suppliers by number**

**% 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's preferred supplier base comprises businesses that are vetted via means of compliance using third-party tools, industry factors, and more. The organization feels partnership and collaboration with suppliers will provide us with insights into the market overall to give us a broad understanding of the issues most important to them.

**Impact of engagement, including measures of success**

Formal KPIs exist for customers based on contractual and collaborative goals. In 2023-2024, Fastenal's Supplier Development and Supply Chain Compliance teams will be incorporating KPIs on Supplier Scorecards.

**Comment**

---

**Type of engagement**

Engagement & incentivization (changing supplier behavior)

**Details of engagement**

Other, please specify (Identification of climate-related items within our product offering.)

**% of suppliers by number**

**% total procurement spend (direct and indirect)**

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

**Rationale for the coverage of your engagement**

Sustainability is built into our approach to product distribution leveraging local infrastructure, careful inventory planning, consistent transportation routes, and warehouse and point-of-use technologies to minimize not only costs and delays for our customers, but also tailpipe emissions, energy usage, packaging, and product consumption.

**Impact of engagement, including measures of success**

Formal KPIs exist for customers based on contractual and collaborative goals. In 2023-2024, Fastenal's Supplier Development and Supply Chain Compliance teams will be incorporating KPIs on Supplier Scorecards.

**Comment**

We're constantly looking for new approaches to make our own business, suppliers' businesses and customers' businesses -- more sustainable. Key areas of focus include greenhouse gas emissions, energy use and consumption, recycling and waste reduction, and efficient use of resources. In our efforts to be a great sustainable partner, we continue to innovate in areas such as automated supply technology, lean solutions, LEED construction support, warehouse technology, and transportation efficiency -- moving product from point A to B with minimal waste, energy, and emissions.

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**C12.1b**

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

**Type of engagement & Details of engagement**

Other, please specify	Other, please specify (Share information about products and relevant sustainable solutions.)
-----------------------	--

**% of customers by number**

**% 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**

Our top 100 customers actively strategize and participate in programs that support environmental goals.

**Impact of engagement, including measures of success**

As a supply chain strategic partner, we play a part in how customer's achieve their sustainability long term goals

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**C12.2**

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

No, but we plan to introduce climate-related requirements within the next two years

---

**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**

**Direct or indirect engagement that could influence policy, law, or regulation that may impact the climate**

No

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

<Not Applicable>

**Attach commitment or position statement(s)**

<Not Applicable>

**Describe the process(es) your organization has in place to ensure that your engagement activities are consistent with your overall climate change strategy**

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

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

---

**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**

EH\_\_S\_Annual\_Report.pdf

**Page/Section reference**

Pages 6-9

**Content elements**

Other metrics

Other, please specify (Key facilities sustainability metrics)

**Comment**

Website Link: <https://www.fastenal.com/fast/environment>

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**C15. Biodiversity**

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**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, but we plan to do so within the next 2 years	<Not Applicable>	<Not Applicable>

**C15.3**

**(C15.3) Does your organization assess the impact of its value chain on biodiversity?**

	Does your organization assess the impact of its value chain on biodiversity?	Portfolio
Row 1	No, but we plan to assess biodiversity-related impacts within the next two years	<Not Applicable>

**C15.4**

**(C15.4) 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, we are not taking any actions to progress our biodiversity-related commitments, but we plan to within the next two years	<Not Applicable>

**C15.5**

**(C15.5) 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

**C15.6**

**(C15.6) 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
No publications	<Not Applicable>	<Not Applicable>

**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	Internal Audit Manager	Risk manager

SC. Supply chain module

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SC0.0

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(SC0.0) If you would like to do so, please provide a separate introduction to this module.

SC0.1

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(SC0.1) What is your company's annual revenue for the stated reporting period?

	Annual Revenue
Row 1	

SC1.1

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(SC1.1) Allocate your emissions to your customers listed below according to the goods or services you have sold them in this reporting period.

SC1.2

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(SC1.2) Where published information has been used in completing SC1.1, please provide a reference(s).

SC1.3

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(SC1.3) What are the challenges in allocating emissions to different customers, and what would help you to overcome these challenges?

Allocation challenges	Please explain what would help you overcome these challenges
Please select	

SC1.4

---

(SC1.4) Do you plan to develop your capabilities to allocate emissions to your customers in the future?

Please select

SC2.1

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(SC2.1) Please propose any mutually beneficial climate-related projects you could collaborate on with specific CDP Supply Chain members.

SC2.2

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(SC2.2) Have requests or initiatives by CDP Supply Chain members prompted your organization to take organizational-level emissions reduction initiatives?

SC4.1

---

(SC4.1) Are you providing product level data for your organization's goods or services?

Submit your response

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In which language are you submitting your response?

English

Please confirm how your response should be handled by CDP

	I understand that my response will be shared with all requesting stakeholders	Response permission
Please select your submission options	Yes	Public

**Please confirm below**

I have read and accept the applicable Terms