



Fastenal Company's Voluntary Carbon Market Disclosure Act Disclosure ("California AB 1305")¹

General Information and Scope of Disclosure

Fastenal Company (Fastenal) provides the following information in response to California AB 1305:

All information provided in this disclosure represents Fastenal's good faith effort to identify, report, and disclose relevant information responsive to and compliant with AB 1305. As the California Air Resources Board (CARB) is still in the process of developing guidance and regulations to implement AB 1305, Fastenal will continue to evaluate and monitor CARB's rulemaking activities to analyze the impact of any new, updated, or amended guidance, regulations, methodology, protocol, legislation, enforcement notices, or applicable law associated with or implementing AB 1305. Fastenal reserves all rights to amend, modify, or otherwise supplement the information in this disclosure.

All information Fastenal has provided in this disclosure pertains directly to, and exclusively to, current claims and statements made in Fastenal's most recent sustainability- or climate-related disclosures and associated data published by Fastenal and available on its website. Progress updates pertaining to Fastenal's claims and greenhouse gas emissions data are provided in key public documentation including [Fastenal's 2025 ESG Report](#).

Additionally, the substantive information disclosed herein is specifically responsive to AB 1305 § 44475.2 since Fastenal does not engage in activities requiring disclosure under § 44475 or 44475.1.

§ 44475.2: Disclosures Regarding Greenhouse Gas Emissions Reductions and Targets

Claim: Through Energy Star programs we have been able to avoid over 850 metric tons of greenhouse gas emissions.

Methodology:

Initiated in early 2021, our partnership with the U.S. Environmental Protection Agency's (EPA) ENERGY STAR program provides us with tools to benchmark our electricity and natural gas usage in all of our United States and Canada locations. In 2024, six of our buildings achieved ENERGY STAR certification. These six facilities averaged a score of 94

¹ See Cal. Health & Safety Code § 44475 et seq.

out of 100 and cumulatively reduced over 850 metric tons of greenhouse gas emissions last year, equivalent to the electricity required to power 116 homes as estimated by the EPA. These certifications are achieved in part due to emissions reduction activities such as the ENERGY STAR Treasure Hunt program. Treasure Hunts are completed annually at our North American distribution centers and manufacturing facilities allowing us to assess where (and how much) energy is being used in each facility and to pursue energy savings opportunities through behavioral, operational, and maintenance actions. Some operational improvements included programmable thermostats, energy-efficient thresholds on exterior doors, LED lighting, and energy management programs for HVAC optimization. Through the ENERGY STAR Portfolio Manager, we are able to substantiate emissions reduction claims through the certifications by comparing each building's reduction with the median property amount and using tools and methodologies such as the EPA's Greenhouse Gas Equivalencies Calculator. All ENERGY STAR certifications and associated emissions reductions are substantiated through data entered into the ENERGY STAR Portfolio Manager. Final certification is contingent upon formal approval by the U.S. Environmental Protection Agency (EPA).

Claim: Through our Environmental Projects Tracker we have been able to identify an estimated 3,280 tCO₂e has been avoided in 2024.

Methodology:

Leadership within each Fastenal business unit is enabled to identify and implement initiatives that align with both environmental goals and operational efficiency. In 2024, we tracked 29 environmental initiatives, each driven by localized improvement needs with measurable impacts on bottom-line expenses. These initiatives are documented and monitored through our internal environmental tracking system, which allows for interim progress reviews and supports data-driven decision-making. To ensure accuracy and consistency, initiative outcomes are reviewed by our EHS team. Our methodology emphasizes practical, site-specific solutions, ranging from energy efficiency upgrades to waste reduction strategies, guided by internal best practices and aligned with broader governance and environmental stewardship objectives. The emissions reduction claims are estimated by utilizing the EPA's provided Greenhouse Gas Equivalencies Calculator based on estimated emissions reductions of each initiative and have not been verified through independent assurance.

Claim: Fastenal Company set a scope 2 intensity target to have 45% intensity reduction key facilities by 2030 with a baseline year of 2021.

Methodology: Our Scope 2 emissions intensity target is determined by measuring energy consumption across key facilities and calculating the location-based Scope 2 emissions (tCO₂e) relative to total revenue in USD. Energy consumption data is collected through metering systems and utility bills, and is reviewed internally for accuracy. This intensity metric is assessed annually, with progress measured against a defined base year to track reductions over time. The progress is published each year in our ESG and CDP reports allowing us to track progress annually. Interim progress is monitored throughout the year by regularly reviewing energy consumption data from these facilities. To drive reductions, we implement a range of energy efficiency initiatives, including ENERGY STAR Treasure Hunts, employee training and coaching, as well other initiatives and engagements detailed in our ESG Report. This claim has not been verified by independent assurance. Our methodology aligns with the GHG Protocol's Scope 2 Guidance and includes consistent application of location-based emissions factors to ensure comparability year over year.