

THIS CARD PROVIDES ONLY LIMITED INFORMATION ABOUT THE CLASS ACTION.

Please visit www.ServiceNowERISA.com, or call (866) 322-0107 for more information. A federal court has authorized this notice. This is not a solicitation from a lawyer. You are receiving this Notice of Class Action Settlement (“Notice”) because the records of the ServiceNow, Inc. 401(k) Plan, and each of its predecessor plans or successor plans, individually and collectively (the “Plan”), indicate that you were a participant in the Plan during the period from February 21, 2018 through October 29, 2025 (the “Class Period”), and were invested in the American Century Target Date Funds in the Plan. This Notice advises you of basic information about your options. A long-form notice is available at www.ServiceNowERISA.com.

YOUR LEGAL RIGHTS AND OPTIONS UNDER THE SETTLEMENT

YOU ARE NOT REQUIRED TO FILE A CLAIM IF YOU ARE ENTITLED TO A PAYMENT UNDER THE SETTLEMENT AGREEMENT.	If the Settlement is approved by the Court and you are a member of the Settlement Class, you will not need to file a claim in order to receive a Settlement payment if you are entitled to receive a payment under the Settlement Agreement.
HOW SETTLEMENT PAYMENTS WILL BE DISTRIBUTED.	If you currently have a positive account balance in the Plan and are a Settlement Class Member, any share of the Net Settlement Amount to which you are entitled will be deposited into your Plan account. If you are a Former Participant (<i>i.e.</i> , no longer a participant in the Plan) and are a Settlement Class Member, such funds shall be paid directly to you by the Settlement Administrator. It may take several months for the payments to be made.
YOU MAY OBJECT TO THE SETTLEMENT BY FEBRUARY 3, 2026.	If you wish to object to any part of the Settlement, you may write to the Court about why you object to the Settlement. Address your objection to: Clerk of the Northern District of California, Phillip Burton Federal Building and United States Courthouse, 450 Golden Gate Avenue, San Francisco, CA 94102. You can ask the Court to deny approval by filing an objection. You can't ask the Court to order a different settlement; the Court can only approve or reject the settlement. If the Court denies approval, no settlement payments will be sent out, and the lawsuit will continue. If that is what you want to happen, you should object.
YOU MAY ATTEND THE FAIRNESS HEARING TO BE HELD ON FEBRUARY 24, 2026.	If you submit a written objection to the Settlement to the Court and counsel before the Court-approved deadline, you may (but do not have to) attend the Fairness Hearing about the Settlement and present your objections to the Court. You may attend the Fairness Hearing even if you do not file a written objection, but you will only be allowed to speak at the Fairness Hearing if you file a Notice of Intent to Appear, as described in the answer to Question 19 of the Long Form Settlement Notice.

Do not contact the Court, the Judge, ServiceNow, Inc., ServiceNow, Inc.'s Board of Directors, or Defense Counsel. All questions should be directed to Analytics Consulting LLC, or Class Counsel, or visit the website listed herein.

ServiceNow ERISA Administrator

P.O. Box 2007

Chanhassen, MN 55317-2007

COURT-ORDERED LEGAL NOTICE

This Notice may affect your legal rights. Please read carefully.

Important Legal Notice Authorized by the United States District Court for the Northern District of California.

If you were a participant in, or beneficiary of, the ServiceNow, Inc. 401(k) Plan at any time since February 21, 2018, and invested in the American Century Target Date Funds, your rights may be impacted by a proposed settlement of a class action lawsuit. Please visit the Settlement Website to review the Long Form Settlement Notice providing important details at www.ServiceNowERISA.com.