NEWS RELEASE

ServiceNow Reports New Hire Equity Grants

2023-01-18

Santa Clara, Calif., January 18, 2023 – **ServiceNow** (NYSE: NOW), the leading digital workflow company making the world work better for everyone, today announced that on Jan. 17, 2023, its Compensation Committee granted equity awards pursuant to the ServiceNow 2022 New-Hire Equity Incentive Plan. Ninety newly hired employees received, in the aggregate, restricted stock units representing 23,392 shares of ServiceNow common stock. These awards have a four-year vesting schedule, with approximately 27 percent of the shares vesting after the one-year anniversary of the grant date and the remaining shares vesting either quarterly or biannually thereafter depending on the number of restricted stock units the new employee was granted.

About ServiceNow

ServiceNow (NYSE: NOW) makes the world work better for everyone. Our cloud-based platform and solutions help digitize and unify organizations so that they can find smarter, faster, better ways to make work flow. So employees and customers can be more connected, more innovative, and more agile. And we can all create the future we imagine. The world works with ServiceNow™. For more information, visit: **www.servicenow.com**.

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Media Contact:

Emily Scher
408.916.6566

press@servicenow.com

Investor Contact:

Darren Yip

925.388.7205

ir@servicenow.com