

**INITIAL STATEMENT OF BENEFICIAL OWNERSHIP OF SECURITIES**

Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

1. Name and Address of Reporting Person *		2. Date of Event Requiring Statement (MM/DD/YYYY)	3. Issuer Name and Ticker or Trading Symbol
Nowbar Hossein		2/10/2026	ServiceNow, Inc. [NOW]
(Last) (First) (Middle)		4. Relationship of Reporting Person(s) to Issuer (Check all applicable)	
2225 LAWSON LANE		<input type="checkbox"/> Director <input type="checkbox"/> 10% Owner <input checked="" type="checkbox"/> Officer (give title below) <input type="checkbox"/> Other (specify below) <b>Pres. &amp; Chief Legal Officer /</b>	
(Street)		5. If Amendment, Date Original Filed(MM/DD/YYYY)	6. Individual or Joint/Group Filing(Check Applicable Line)
SANTA CLARA, CA 95054			<input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person
(City) (State) (Zip)			

**Table I - Non-Derivative Securities Beneficially Owned**

1. Title of Security (Instr. 4)	2. Amount of Securities Beneficially Owned (Instr. 4)	3. Ownership Form: Direct (D) or Indirect (I) (Instr. 5)	4. Nature of Indirect Beneficial Ownership (Instr. 5)
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**Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivate Security (Instr. 4)	2. Date Exercisable and Expiration Date (MM/DD/YYYY)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 5)	6. Nature of Indirect Beneficial Ownership (Instr. 5)
	Date Exercisable	Expiration Date	Title	Amount or Number of Shares			
Restricted Stock Units	(1)	(1)	Common Stock	34,283	(2)	D	

**Explanation of Responses:**

- (1) The restricted stock units vest as to 1/12th of the total shares quarterly, with the first vesting to occur on February 13, 2026, and subject to the Reporting Person's continued service to the Issuer on each vesting date.
- (2) Each restricted stock unit represents a contingent right to receive one share of Issuer's common stock.

**Remarks:**

EXHIBIT LIST: EX-24 HNowbar POA 2025

**Reporting Owners**

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
Nowbar Hossein 2225 LAWSON LANE SANTA CLARA, CA 95054			Pres. & Chief Legal Officer	

**Signatures**

/s/ Hossein Nowbar by Russell S. Elmer, Attorney-in-Fact 2/12/2026

\*\*Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, see Instruction 5(b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB control number.

## POWER OF ATTORNEY

KNOW ALL BY THESE PRESENTS, that the undersigned hereby constitutes and appoints Gina Mastantuono, Russell S. Elmer, and Hagen Ganem and, for the limited purpose set forth in paragraph 5 below, the Company's Corporate Secretary and staff, each of them, his/her true and lawful attorney-in-fact to:

(1) prepare and execute for and on behalf of the undersigned, in the undersigned's capacity as a representative of ServiceNow, Inc. ("*Company*"), and submit to the Securities and Exchange Commission ("*SEC*") a Form ID, including amendments thereto, and any other documents necessary or appropriate to obtain codes and passwords enabling the undersigned to make electronic filings with the SEC of reports required by Section 16(a) of the Securities Exchange Act of 1934 or any rule or regulation of the SEC;

(2) execute for and on behalf of the undersigned, in the undersigned's capacity as a representative of the Company, any and all Form 3, 4 or 5 reports required to be filed by the undersigned in accordance with Section 16(a) of the Securities Exchange Act of 1934, as amended ("*Exchange Act*"), and the rules thereunder with respect to transactions in securities of the Company;

(3) do and perform any and all acts for and on behalf of the undersigned which may be necessary or desirable to complete and execute any such Form 3, 4 or 5 report and timely file such report with the SEC and any stock exchange or similar authority;

(4) obtain, as the undersigned's representative and on the undersigned's behalf, information regarding transactions in the Company's equity securities from any third party to release any such information to the attorney-in-fact;

(5) do and perform any and all acts for and on behalf of the undersigned which may be necessary or desirable, and to complete and execute any requests, forms or documents, including without limitation completing, executing and submitting an application for or updates to the undersigned's EDGAR access codes and passphrase, discussing the undersigned's EDGAR access codes with the SEC, acting as account administrators to access and manage the undersigned's EDGAR Next account dashboard, delegating the authority to file any forms required pursuant to Section 16(a) to lawfully authorized users, delegated users, and delegated administrators on EDGAR Next, and timely submit or file such documents with the SEC, in connection with the maintenance of the undersigned's EDGAR access codes; and

(6) take any other action of any type whatsoever in connection with the foregoing which, in the opinion of such attorney-in-fact, may be of benefit to, in the best interest of, or legally required by, the undersigned, it being understood that the documents executed by such attorney-in-fact on behalf of the undersigned, pursuant to this Power of Attorney, shall be in such form and shall contain such terms and conditions as such attorney-in-fact may approve in his/her discretion.



The undersigned hereby grants to each such attorney-in-fact full power and authority to do and perform each and every act and thing whatsoever requisite, necessary and proper to be done in the exercise of any of the rights and powers herein granted, as fully to all intents and purposes as the undersigned might or could do if personally present, with full power of substitution or revocation, hereby ratifying and confirming all that such attorney-in-fact, or his/her substitute or substitutes, shall lawfully do or cause to be done by virtue of this Power of Attorney and the rights and powers herein granted. The undersigned acknowledges that no such attorney-in-fact, in serving in such capacity at the request of the undersigned, is hereby assuming, nor is the Company hereby assuming, any of the undersigned's responsibilities to comply with Section 16 of the Exchange Act.

This Power of Attorney shall remain in full force and effect until the undersigned is no longer required to file Form 3, 4 or 5 reports with respect to the undersigned's holdings of and transactions in securities issued by the Company, unless earlier revoked by the undersigned in a signed writing delivered to the foregoing attorneys-in-fact.

IN WITNESS WHEREOF, the undersigned has caused this Power of Attorney to be executed as of December 27, 2025.

Signature: 

Name: Hossein Nowbar

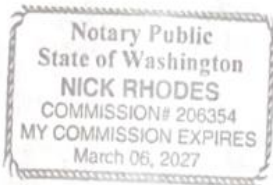


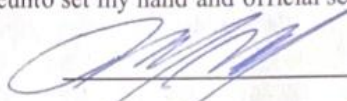
STATE OF Washington

COUNTY OF King

On December 27, 2025, before me, Nick Rhodes  
personally appeared before me, and acknowledged that he executed the foregoing  
instrument for the purposes therein contained.

IN WITNESS WHEREOF, I have hereunto set my hand and official seal.



  
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Print name: Nick Rhodes

Notary Public, State of Washington

My Commission Expires: 03.06.2027



