

# FORM 4

Check this box if no longer subject to Section 16. Form 4 or Form 5 obligations may continue. See Instruction 1(b).

Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10.

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## UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington, D.C. 20549

### STATEMENT OF CHANGES IN 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. Issuer Name and Ticker or Trading Symbol			5. Relationship of Reporting Person(s) to Issuer (Check all applicable)		
<b>Fipps Paul</b>			<b>ServiceNow, Inc. [NOW]</b>			<input type="checkbox"/> Director <input type="checkbox"/> 10% Owner <input checked="" type="checkbox"/> Officer (give title below) <input type="checkbox"/> Other (specify below) <b>President, Global Customer Ops</b>		
(Last)	(First)	(Middle)	3. Date of Earliest Transaction (MM/DD/YYYY)			6. Individual or Joint/Group Filing (Check Applicable Line)  <input checked="" type="checkbox"/> Form filed by One Reporting Person <input type="checkbox"/> Form filed by More than One Reporting Person		
<b>2225 LAWSON LANE</b>			<b>5/15/2026</b>					
(Street)			4. If Amendment, Date Original Filed (MM/DD/YYYY)					
<b>SANTA CLARA CALIFORNIA 95054</b>								
(City) (State) (Zip/Postal Code)								
<b>UNITED STATES</b>								
(Country)								

**Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned**

1. Title of Security (Instr. 3)	2. Trans. Date	2A. Deemed Execution Date, if any	3. Trans. Code (Instr. 8)		4. Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)			5. Amount of Securities Beneficially Owned Following Reported Transaction(s) (Instr. 3 and 4)	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)
			Code	V	Amount	(A) or (D)	Price			
Common Stock	5/15/2026		M		340	A	\$0	8,483.88	D	
Common Stock	5/15/2026		F		136 <sup>(1)</sup>	D	\$95.07	8,347.88	D	
Common Stock	5/15/2026		M		300	A	\$0	8,647.88	D	
Common Stock	5/15/2026		F		120 <sup>(1)</sup>	D	\$95.07	8,527.88	D	
Common Stock	5/15/2026		M		940	A	\$0	9,467.88	D	
Common Stock	5/15/2026		F		376 <sup>(1)</sup>	D	\$95.07	9,091.88	D	
Common Stock	5/15/2026		M		1,105	A	\$0	10,196.88	D	
Common Stock	5/15/2026		F		442 <sup>(1)</sup>	D	\$95.07	9,754.88	D	
Common Stock	5/15/2026		M		5,602	A	\$0	15,356.88	D	
Common Stock	5/15/2026		F		2,237 <sup>(1)</sup>	D	\$95.07	13,119.88	D	
Common Stock	5/18/2026		S <sup>(2)</sup>		1,048	D	\$98.51	12,071.88	D	

**Table II - Derivative Securities Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)**

1. Title of Derivate Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Trans. Date	3A. Deemed Execution Date, if any	4. Trans. Code (Instr. 8)		5. Number of Derivative Securities Acquired (A) or Disposed of (D) (Instr. 3, 4 and 5)		6. Date Exercisable and Expiration Date		7. Title and Amount of Securities Underlying Derivative Security (Instr. 3 and 4)		8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form of Derivative Security: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	V	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Restricted Stock Units		<sup>(3)</sup> 5/15/2026		M		340		<sup>(4)</sup>	<sup>(4)</sup>	Common Stock	340	\$0	1,025	D	
Restricted Stock Units		<sup>(3)</sup> 5/15/2026		M		300		<sup>(5)</sup>	<sup>(5)</sup>	Common Stock	300	\$0	1,495	D	
Restricted Stock Units		<sup>(3)</sup> 5/15/2026		M		940		<sup>(6)</sup>	<sup>(6)</sup>	Common Stock	940	\$0	6,590	D	
Restricted Stock Units		<sup>(3)</sup> 5/15/2026		M		1,105		<sup>(7)</sup>	<sup>(7)</sup>	Common Stock	1,105	\$0	8,860	D	
Restricted Stock Units		<sup>(3)</sup> 5/15/2026		M		5,602		<sup>(8)</sup>	<sup>(8)</sup>	Common Stock	5,602	\$0	61,623	D	

Explanation of Responses:

- (1) Represents shares relinquished by the Reporting Person in exchange for the Issuer's payment of federal and state tax withholding obligations of the Reporting Person resulting from the vesting of RSUs, in accordance with Rule 16b-3.
- (2) The transactions reported on this Form 4 were effected pursuant to the Rule 10b5-1 trading plan adopted by the Reporting Person on November 19, 2025.
- (3) Each restricted stock unit represents a contingent right to receive one share of Issuer's common stock.
- (4) The restricted stock units vest as to 1/16th of the total shares quarterly, with the first vesting having occurred on May 17, 2023, and subject to the Reporting Person's continued service to the Issuer on each vesting date.
- (5) The restricted stock units vest as to 1/16th of the total shares quarterly, with the first vesting having occurred on November 17, 2023, and subject to the Reporting Person's continued service to the Issuer on each vesting date.
- (6) The restricted stock units vest as to 1/12th of the total shares quarterly, with the first vesting having occurred on May 15, 2025, and subject to the Reporting Person's continued service to the Issuer on each vesting date.
- (7) The restricted stock units vest as to 1/12th of the total shares quarterly, with the first vesting having occurred on August 15, 2025, and subject to the Reporting Person's continued service to the Issuer on each vesting date.
- (8) The restricted stock units vest in 12 equal quarterly installments, with the first vesting having occurred on May 15, 2026, and subject to the reporting person's continued service to the Issuer on each vesting date.

#### Reporting Owners

Reporting Owner Name / Address	Relationships			
	Director	10% Owner	Officer	Other
<b>Fipps Paul</b> 2225 LAWSON LANE SANTA CLARA CALIFORNIA 95054 UNITED STATES			<b>President, Global Customer Ops</b>	

#### Signatures

/s/ Paul Fipps by Hossein Nowbar, Attorney-in-Fact

5/18/2026

<sup>\*\*</sup>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 4(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.

\* Form 4: SEC 1474 (03-26).