

FORM 3

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

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

OMB APPROVAL

OMB Number:	3235-0104
Estimated average burden hours per response	0.5

1. Name and Address of Reporting Person* Apotheker Leo	2. Date of Event Requiring Statement (Month/Day/Year) 03/18/2026	3. Issuer Name and Ticker or Trading Symbol NICE Ltd. [NICE] 3a. Foreign Trading Symbol NICE.TA	
(Last) (First) (Middle) 221 RIVER STREET			
(Street) HOBOKEN NJ 07030			
(City) (State) (Zip/Postal Code) UNITED STATES			
(Country)			
		4. Relationship of Reporting Person(s) to Issuer (Check all applicable) ☒ Director 10% Owner Officer Other (give title below) (specify below)	5. If Amendment, Date of Original Filed (Month/Day/Year) 6. Individual or Joint/Group Filing (Check Applicable Line) ☒ Form filed by One Reporting Person Form filed by More than One Reporting Person

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)
---------------------------------	---	--	---

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

1. Title of Derivative Security (Instr. 4)	2. Date Exercisable and Expiration Date (Month/Day/Year)		3. Title and Amount of Securities Underlying Derivative Security (Instr. 4)		4. Conversion or Exercise Price of Derivative Security	5. Ownership Form: 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			
Options	(1)	09/10/2026	Ordinary Shares	2,785	\$224.18	D	
Options	(1)	09/10/2026	Ordinary Shares	696	\$0.2929	D	
Options	(1)	04/28/2027	Ordinary Shares	2,214	\$232.2005	D	
Options	(1)	04/28/2027	Ordinary Shares	554	\$0.3076	D	
Options	(1)	06/22/2028	Ordinary Shares	2,516	\$197.4245	D	
Options	(1)	06/22/2028	Ordinary Shares	629	\$0.2887	D	
Options	(1)	07/17/2029	Ordinary Shares	2,086	\$206.5232	D	
Options	(1)	07/17/2029	Ordinary Shares	521	\$0.2751	D	
Options	(1)	07/03/2030	Ordinary Shares	2,545	\$168.4643	D	
Options	(1)	07/03/2030	Ordinary Shares	636	\$0.2657	D	

Options	(2)	09/30/2031	Ordinary Shares	2,987	\$144.903	D	
Options	(3)	09/30/2031	Ordinary Shares	746	\$0.3025	D	

Explanation of Responses:

- 1. The stock option is fully vested and currently exercisable.
- 2. The stock option is vested and exercisable with respect to 746 Ordinary Shares and will vest with respect to the remaining shares in three substantially equal installments on March 30, 2026, June 30, 2026 and September 30, 2026.
- 3. The stock option will vest on September 30, 2026.

Remarks:

Exhibit 24 - Power of Attorney.

/s/ Alon Levy, Attorney-in-Fact for Leo Apotheker

03/18/2026

** 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 Number.

SECTION 16 AND FORM 144
POWER OF ATTORNEY

With respect to holdings of and transactions in securities issued by NICE Ltd. (the “*Company*”), the undersigned hereby constitutes and appoints the individuals named on Schedule A attached hereto and as may be amended from time to time, or any of them signing singly, with full power of substitution and resubstitution, to act as the undersigned’s true and lawful attorney-in-fact to:

1. execute for and on behalf of the undersigned, Schedules 13D and 13G in accordance with Section 13 of the Securities Exchange Act of 1934, as amended (the “*Exchange Act*”), and the rules thereunder, and Forms 3, 4, and 5 in accordance with Section 16 of the Exchange Act and the rules thereunder, and Notices of Proposed Sale of Securities Pursuant to Rule 144 (“*Form 144*”), in accordance with the requirements of Rule 144 under the Securities Act of 1933, as amended (the “*Securities Act*”); and
2. 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 Schedule 13D, Schedule 13G, Form 3, Form 4, Form 5, and Form 144, complete and execute any amendment or amendments thereto, and to timely file such Schedule 13D, Schedule 13G, Form 3, Form 4, Form 5, and Form 144, as applicable, and any amendment thereto, with the United States Securities and Exchange Commission and any stock exchange or similar authority.

The undersigned hereby grants to each such attorney-in-fact full power and authority to do and perform any and every act and thing whatsoever requisite, necessary, or 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 and resubstitution or revocation, hereby ratifying and confirming all that such attorney-in-fact, or such attorneys-in-fact 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 the foregoing attorneys-in-fact, in serving in such capacity at the request of the undersigned, are not assuming, nor is the Company assuming, any of the undersigned’s responsibilities to comply with Section 13 and Section 16 of the Exchange Act, or Rule 144 under the Securities Act.

This Power of Attorney shall remain in full force and effect until the undersigned is no longer required to file any Schedule 13D, Schedule 13G, Form 3, Form 4, Form 5, and Form 144 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 this 5 day of March, 2026.

/s/ Leo Apotheker
Leo Apotheker

Schedule A

**INDIVIDUALS APPOINTED AS ATTORNEY-IN-FACT,
WITH FULL POWER OF SUBSTITUTION AND RESUBSTITUTION**

Alon Levy
Noa Farkas Gluck
Hagit Bar-On Shapira
