| SEC Form 4 |  |
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## FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

OMB APPROVAL
OMB Number: 3235-0287

0.5

Estimated average burden

hours per response:

|  | Check this box if no longer subject to<br>Section 16. Form 4 or Form 5<br>obligations may continue. See<br>Instruction 1(b). |
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## STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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

|                                 |                      |              |  |   |   | 1             |         |  |   |   |   |  |
|---------------------------------|----------------------|--------------|--|---|---|---------------|---------|--|---|---|---|--|
| 1. Name and Addres              | s of Reporting Perso | on*          |  | er Name <b>and</b> Ticke<br><u>NO, INC.</u> [ N             |   | Symbol        |         | 5. Relationship of Reporting Person(s) to Issuer<br>(Check all applicable) |   |   |   |  |
| Naude Pierre                    |                      |              | 1.00                                       | <u>,</u> [  |   |               |         | X  | Director  | 10% C   | Dwner   |  |
| (Last)                          | (First)              | (Middle)     |  | e of Earliest Transac                                       | ction (Month/                           | Day/Year)     |         | <b>-</b> x   | Officer (give title below)  | Other<br>below)   | (specify<br>)   |  |
| 6770 PARKER F                   | ARM DRIVE, S         | UITE 200     | 01/11                                      | /2021   |   |               |         | Presider   | nt & CEO  |   |   |  |
| (Street)                        |                      |              | 4. If Ar                                   | nendment, Date of   | Original Filed                          | (Month/Day/Ye | ear)    | 6. Indiv<br>Line)  | vidual or Joint/Group   | Filing (Check A   | pplicable   |  |
| WILMINGTON                      | NC                   | 28405        |  |   |   |               |         | X  | Form filed by One   | e Reporting Pers  | on  |  |
| (City)                          | (State)              | (Zip)        |  |   |   |               |         |  | Form filed by Mor<br>Person   | e than One Rep  | orting  |  |
|                                 | Т                    | able I - Non | -Derivative S                              | ecurities Acq   | uired, Dis                              | posed of, o   | or Bene | ficially   | Owned   |   |   |  |
| 1. Title of Security (Instr. 3) |                      |              | 2. Transaction<br>Date<br>(Month/Day/Year) | 2A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) | 3.<br>Transaction<br>Code (Instr.<br>8) |               |         |  | 5. Amount of<br>Securities<br>Beneficially<br>Owned Following<br>Reported<br>Transaction(s) | 6. Ownership<br>Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4) | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |  |

|              |            | (monuneay) | •)               |   |        |               |         | Reported                           |   | (Instr. 4) |
|--------------|------------|------------|------------------|---|--------|---------------|---------|------------------------------------|---|------------|
|              |            |            | Code             | v | Amount | (A) or<br>(D) | Price   | Transaction(s)<br>(Instr. 3 and 4) |   | (1150.4)   |
| Common Stock | 01/11/2021 |            | М                |   | 25,000 | A             | (1)     | 530,000                            | D |            |
| Common Stock | 01/12/2021 |            | S <sup>(2)</sup> |   | 11,433 | D             | \$70.34 | 518,567                            | D |            |

 
 Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of<br>Derivative<br>Security<br>(Instr. 3) | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction<br>Date<br>(Month/Day/Year) | 3A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) | 4.<br>Transa<br>Code (<br>8) |   | of<br>Deri<br>Sec<br>Acq<br>(A) o<br>Disp<br>of (I | 5. Number<br>of<br>Derivative<br>Securities<br>Acquired<br>(A) or<br>Disposed<br>of (D) (Instr.<br>3, 4 and 5) |                     | 7. Title and Amount<br>of Securities<br>Underlying<br>Derivative Security<br>(Instr. 3 and 4) |                 | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction(s)<br>(Instr. 4) | 10.<br>Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |  |
|---|---|--|---|------------------------------|---|--|--|---------------------|---|-----------------|---|--|--|--|--|
|   |   |  |   | Code                         | v | (A)  | (D)  | Date<br>Exercisable | Expiration<br>Date  | Title           | Amount<br>or<br>Number<br>of<br>Shares              |  |  |  |  |
| Restricted<br>Stock<br>Units                        | (1)   | 01/11/2021                                 |   | м                            |   |  | 25,000   | (1)                 | 08/15/2026  | Common<br>Stock | 25,000  | \$0  | 75,000   | D  |  |

Explanation of Responses:

1. Each restricted stock unit ("RSU") represents a contingent right to receive one share of common stock of the Issuer ("Share") or, in the Issuer's discretion, an amount of cash equal to the fair market value of the Shares represented by the RSUs on the payment date. These RSUs vest in four equal annual installments starting on August 1, 2020, subject to the reporting person's continued employment through the applicable vesting date, and provided that no RSUs can be settled until after the expiration of the lock-up period established in connection with the Issuer's initial public offering. These RSUs fully vest upon a change in control of the Issuer.

2. These sales were sold to cover tax withholding due upon vesting of RSUs. Such "sales to cover" are mandated by the Issuer's equity incentive plans to satisfy tax withholding obligations and do not represent a discretionary trade by the Reporting Person.

/s/ Jeanette Sellers as Attorneyin-Fact for Pierre Naude 01/13/2021

\*\* 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 Number.