UNITED STATES

SECURITIES AND EXCHANGE COMMISSION

Washington, D.C. 20549

FORM 8-K

CURRENT REPORT

PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

Date of Report (Date of Earliest Event Reported): November 11, 2026

BEYOND MEAT, INC.

(Exact name of registrant as specified in its charter)

Delaware	**001-38879**	**26-4087597**
(State or other jurisdiction of incorporation)	**(Commission File Number)**	**(I.R.S. Employer Identification Number)**

888 N. Douglas Street, Suite 100

El Segundo, California 90245

(Address of principal executive offices, including zip code)

(866) 756-4112

(Registrant's telephone number, including area code)

Not Applicable

(Former Name or Former Address, if Changed Since Last Report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, $0.0001 par value	**BYND**	**The Nasdaq Stock Market LLC**

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter). Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.

Brijesh Krishnaswamy, the Chief Operating Officer of Beyond Meat, Inc. (together with its subsidiaries, the "Company"), and Adriaan Figee, the Company's General Manager, EMEA, commenced employment with the Company on September 30, 2026 and July 1, 2026, respectively. On November 11, 2026, the Human Capital Management and Compensation Committee of the Company's Board of Directors granted Messrs. Krishnaswamy and Figee restricted cash awards with a value of $600,000 and $500,000, respectively, which vest in four equal annual installments on the first four anniversaries of the executive's start date, subject to continued service through each vesting date. The restricted cash awards were granted as part of their initial compensation package in connection with their commencement of employment.

The foregoing description of the restricted cash awards is qualified in its entirety by reference to the form of restricted cash award agreement, a copy of which is filed as Exhibit 10.1 to this Current Report on Form 8-K and is incorporated herein by reference.

Item 9.01. Financial Statements and Exhibits.

Exhibit Number	Description
10.1*	Form of Restricted Cash Award Agreement with Brijesh Krishnaswamy and Adriaan Figee
104	Cover page interactive data file (embedded with the inline XBRL document)

* Indicates management contract or compensatory plan or arrangement.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

BEYOND MEAT, INC.

By: /s/ Lubi Kutua

Lubi Kutua
Chief Financial Officer and Treasurer

Date: November 17, 2026

Exhibit 10.1

[Company Logo]

November [__], 2026

[Employee Name___]

Dear [Employee]:

Beyond Meat (the "***Company***") values your future contributions and desires to provide a retention cash incentive award in the aggregate amount of $_____ (the "***Award***") to you on the terms set forth in this letter agreement (the "***Letter Agreement***"), pursuant to which the Award is being granted.

1. Cash Incentive Award.

(a) You will be eligible to receive a payment in the amount of **$____** (the "***First Payment***") on **DATE, 2027** (the "***First Vesting Date***"), subject to your continued employment with the Company or a subsidiary through the First Vesting Date.

(b) You will be eligible to receive a payment in the amount of **$____** (the "***Second Payment***") on **DATE, 2028** (the "***Second Vesting Date***"), subject to your continued employment with the Company or a subsidiary through the Second Vesting Date.

(c) You will be eligible to receive a payment in the amount of **$____** (the "***Third Payment***") on **DATE, 2029** (the "***Third Vesting Date***"), subject to your continued employment with the Company or a subsidiary through the Third Vesting Date.

(d) You will be eligible to receive a payment in the amount of **$____** (the "***Fourth Payment***," and together with the First Payment, the Second Payment and the Third Payment, the "***Payments***") on **DATE, 2030** (the "***Fourth Vesting Date***," and together with the First Vesting Date, the Second Vesting Date and the Third Vesting Date, the "***Vesting Dates***"), subject to your continued employment with the Company or a subsidiary through the Fourth Vesting Date.

Each Payment will be paid to you in cash on the first payroll date following the applicable Vesting Date specified above.

2. Effect of Termination of Employment; At-Will Employment. Your eligibility for receipt of each Payment is contingent upon your continued active employment with the Company or a subsidiary through the applicable Vesting Date.

If your employment terminates for any reason prior to the Vesting Date for a Payment, then you will forfeit any right you may have to receive the Payment scheduled to vest on such Vesting Date and any future remaining unpaid Payment(s) under this Letter Agreement. This Letter Agreement does not affect your employment relationship with the Company or its subsidiaries; that is, employment with the Company and its subsidiaries remains at-will unless otherwise expressly agreed in a separate written contract between you and the Company or any subsidiary.

The Company or your employer shall have the discretion to determine when a termination of employment has occurred for purposes of this Letter Agreement and to what

extent the continued vesting in the Payments shall be suspended or extended (or the Payments reduced) during any leave of absence or as a result of any reduction in time commitment; provided, however, that in the absence of such determination, (a) you will continue to vest in your Payments for purposes of this Letter Agreement during any paid leave, (b) the vesting of your Payments shall be suspended during any unpaid leave on terms established by the Company or your employer at the time of your request for such unpaid leave (unless otherwise required by applicable law) with the effect of extending the overall vesting period by the period of such unpaid leave (but if the extension would cause a Payment to be payable later than March 15 of the calendar year following the original Vesting Date of such Payment, the Payment will be forfeited unless applicable law requires otherwise), and (c) your remaining unpaid Payments will be proportionately reduced to reflect any reduction in time commitment (e.g., change in status from full-time to part-time).

3. Tax and Other Deductions. The Payments will be paid, less foreign, federal, state and local taxes required to be withheld by the Company or your employer, plus any solidarity surcharge, and any other employment related taxes or social contributions required by law or Company policy in any jurisdiction.

4. Section 409A of the Internal Revenue Code. This Letter Agreement is intended to be interpreted and applied so that the Award will be exempt from the requirements of Section 409A of the Internal Revenue Code of 1986, as amended (the "***Code***"). To the extent applicable, this Letter Agreement shall be interpreted consistent with such intention or, if such an exemption is not satisfied, then in accordance with Section 409A of the Code and Department of Treasury regulations and other interpretive guidance issued thereunder. For purposes of Section 409A of the Code, each installment payment provided under this Letter Agreement shall be treated as a separate payment. If any portion of the Award constitutes "nonqualified deferred compensation" within the meaning of Section 409A of the Code, any payments to be made under this Letter Agreement upon a termination of employment shall only be made upon a "separation from service" under Section 409A of the Code.

5. Confidentiality. The information provided in this Letter Agreement is personal. Other than as permitted or required by applicable law, the Company intends to treat it with the same degree of confidentiality with which we treat other compensation information and asks that you treat it in the same manner.

6. Language. You acknowledge that you are proficient in the English language and understand the provisions in this Letter Agreement or have had the ability to consult with an advisor who is sufficiently proficient in the English language, as to allow you to understand the terms of this Letter Agreement. Further, if you have received this Letter Agreement or any other document related to this Letter Agreement translated into a language other than English and if the meaning of the translated version is different than the English version, the English version will control.

7. Applicable Currency. Your Payments are denominated in US Dollars but may be paid in any other currency based on the prevailing exchange rate as the Company or your employer deems appropriate.

8. Independent of Other Compensation. The Payments described herein are independent of all other compensation you may be eligible to receive from the Company or any

subsidiary. Your Payments are being awarded on a discretionary basis and will not form part of your contractual remuneration under your employment contract, if applicable. Your receipt of this Letter Agreement does not impose any obligation on the Company or any subsidiary to make any subsequent awards.

9. Miscellaneous. This Letter Agreement may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same agreement. This Letter Agreement will not give any rights or remedies to any person other than the undersigned employee and the Company and its successors. This Letter Agreement will be governed by the laws of the state or country in which you are employed as of the date hereof, excluding any conflict of laws principles that mandate the use of another jurisdiction's laws. This Letter Agreement sets forth the entire understanding of you and the Company with respect to the subject matter hereof and shall supersede any agreement, arrangement or policy to which the Company is a party with respect to the Payments. This Letter Agreement may not be amended or modified except by a written instrument signed by you and an authorized officer of the Company. You shall have no rights under this Letter Agreement other than as an unsecured general creditor of the Company and its subsidiaries.

The arrangement outlined in this Letter Agreement reflects the importance of your contributions and our desire to retain you as a key member of our team. Thank you for your dedication. We are confident that we can look to you to continue the important work that you are doing for the organization.

Sincerely,

_____
Ethan Brown
Chief Executive Officer

I acknowledge that I understand and agree to abide by the provisions set forth in the above stated Letter Agreement.

_____
Print Name: