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 4, 2026

DUTCH BROS INC.

(Exact name of registrant as specified in its charter)

Delaware	**001-40798**	**87-1041305**
(State or other jurisdiction of incorporation)	(Commission File Number)	(IRS Employer Identification No.)
1930 W Rio Salado Pkwy **Tempe, Arizona** (Address of principal executive offices)		**85281** (Zip Code)

(877) 899-2767
(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 (see General Instruction A.2. below):

☐ 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	Name of Exchange on which Registered
Class A Common Stock, par value $0.00001 per share	BROS	The New York Stock Exchange

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.

On November 4, 2026, Victoria Tullett, the Chief Legal Officer of Dutch Bros Inc. (the "Company"), notified the Company of her decision to retire in 2027. Effective January 1, 2027, Ms. Tullett will transition to the role of Strategic Advisor and will no longer be an executive officer of the Company.

In connection with her retirement from the Company, Ms. Tullett is eligible for certain severance benefits under the terms of the Company's Amended and Restated Severance and Change in Control Plan, as described under "Executive Compensation - Potential Payments upon Termination or Change of Control" in the Company's definitive proxy statement on Schedule 14A, filed with the Securities and Exchange Commission on March 31, 2026.

Item 7.01. Regulation FD Disclosure.

On November 6, 2026, the Company issued a press release announcing the appointment of Kira Druyan as the new Chief Legal Officer and the retirement of Ms. Tullett. A copy of the Company's press release announcing Ms. Druyan's appointment and Ms. Tullett's retirement is attached hereto as Exhibit 99.1.

The information in this Item 7.01, including Exhibit 99.1 attached hereto, is being furnished and shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities of that section, nor shall such information be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

Item 9.01. Financial Statements and Exhibits

(d) Exhibits

Exhibit No.	Description
99.1	Press Release dated November 6, 2026
104	Cover Page with Interactive Data File (formatted as Inline XBRL with applicable taxonomy extension information contained in Exhibits 101)

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.

DUTCH BROS INC.
(Registrant)

Date: November 6, 2026

By: **/s/ Joshua Guenser**
Joshua Guenser
Chief Financial Officer

Dutch Bros Appoints Kira Druyan as Incoming Chief Legal Officer

TEMPE, Ariz.-- Nov. 6, 2026 -- Dutch Bros Inc. (NYSE: BROS) ("Dutch Bros" or the "Company"), one of the fastest-growing brands in the U.S. quick-service beverage industry, today announced the appointment of Kira Druyan as Incoming Chief Legal Officer. Reporting to Christine Barone, Chief Executive Officer and President, Druyan will oversee the Company's legal affairs, corporate governance and compliance functions.

Druyan brings more than three decades of legal and business leadership experience, including senior roles at Starbucks, MOD Pizza and Zume. She most recently served as Senior Vice President, Deputy General Counsel and Chief Ethics & Compliance Officer at Starbucks, where she led a global organization spanning litigation, labor and employment, ethics and compliance, privacy, corporate governance and securities, and global security.

“Kira brings a tremendous depth of experience and a leadership approach that aligns with who we are at Dutch Bros,” said Christine Barone, Chief Executive Officer and President of Dutch Bros. “She’s a thoughtful, collaborative leader who brings people together, builds strong teams and understands how to support a growing organization while staying grounded in its people and culture. I’m thrilled to welcome Kira to Dutch Bros and look forward to what we’ll accomplish together.”

“Dutch Bros has built something truly special, with passionate people, a strong sense of community and a culture that puts people at the heart of everything it does,” said Druyan. “I’m excited to join the company at such an important time in its growth and to help build on that strong foundation. I look forward to partnering with Christine and the leadership team to support our people and contribute to the continued growth and success of Dutch Bros.”

Druyan succeeds Victoria Tullett, who has announced her plans to retire in 2027 following a remarkable legal career and years of meaningful contributions to Dutch Bros. During her tenure, Tullett has served as a trusted advisor and valued member of the senior leadership team, helping guide the company's growth and evolution while building a strong legal and governance foundation.

“Victoria has made a lasting impact on Dutch Bros,” said Barone. “Her thoughtful counsel, steady leadership and deep commitment to our people have helped shape the company Dutch Bros is today. I’m incredibly grateful for her partnership, her contributions and the care she has brought to everything she does. We wish her all the best as she prepares for a very well-deserved retirement.”

Tullett and Druyan will work together over the next several months to ensure a seamless transition, and Druyan will assume the role of Chief Legal Officer on or about January 1, 2027.

About Dutch Bros Inc.

Dutch Bros Inc. (NYSE: BROS) is a fun-loving, mind-blowing drive-thru specialty beverage leader dedicated to making a massive difference, one cup at a time. It was founded in Grants Pass, Oregon, in 1992 and now shares its vibrant culture and fully customizable drinks at 1,273 locations as of September 30, 2026. Dutch Bros serves a wide variety of unique, handcrafted beverages such as its exclusive Dutch Bros Rebel® energy drink, Myst Energy Refresher™, specialty coffee, nitrogen-infused cold brew, tea, lemonade, soda and more.

Dutch Bros is wholeheartedly focused on radiating kindness and sharing the Dutch Luv®. In addition to its mission of speed, quality and service, the Dutch Bros Foundation® is passionate about giving back to the communities it serves. Through local giving and annual nation-wide initiatives, the Dutch Bros Foundation makes impactful contributions to causes across the country.

To learn more about Dutch Bros, visit www.dutchbros.com, follow Dutch Bros on Instagram, Facebook, X, and TikTok, and download the Dutch Bros app to earn points and score rewards!

Dutch Bros, our Windmill logo, *Dutch Bros Rebel,* and our other registered and common law trade names, trademarks and service marks are the property of Dutch Bros Inc. All other trademarks, trade names and service marks appearing in this press release are the property of their respective owners. Solely for convenience, the trademarks and trade names in this press release may be referred to without the ® and ™ symbols, but such references should not be construed as any indicator that their respective owners will not assert their rights thereto.

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