NEWS RELEASE

Bed Bath & Beyond, Inc. Announces Employee Inducement Grant

2025-11-14

MURRAY, Utah--(BUSINESS WIRE)-- Bed Bath & Beyond, Inc. (NYSE: BBBY) (the “Company”), owner of Bed Bath & Beyond, Overstock, buybuy BABY, and a blockchain asset portfolio, today announced that the Compensation Committee of the Company’s Board of Directors approved a grant of restricted stock units (“RSUs”) covering 116,686 shares of the Company’s common stock and a grant of performance stock units (“PSUs”) covering 58,343 shares of the Company’s common stock to Rick Lockton, effective November 14, 2025. The awards were granted in accordance with New York Stock Exchange Rule 303A.08 as a material inducement to Mr. Lockton’s commencement of employment with the Company as its Executive Vice President, Chief Digital, Product, and Technology Officer on November 3, 2025.

The RSUs and PSUs were granted under the Company’s 2025 Employment Inducement Equity Incentive Plan (the “Inducement Plan”) and vest annually in three equal installments, subject to Mr. Lockton’s continued employment with the Company through each vesting date and, in the case of the PSUs, the applicable performance targets being achieved.

About Bed Bath & Beyond, Inc.

Bed Bath & Beyond, Inc. (NYSE:BBBY), based in Murray, Utah, is an ecommerce-focused retailer with an affinity model that owns or has ownership interests in various retail brands, offering a comprehensive array of products and services that enable its customers to enhance everyday life through quality, style, and value. The Company currently owns Bed Bath & Beyond, Overstock, buybuy BABY, and now Kirkland’s Home, as well as other related brands and websites and a blockchain asset portfolio inclusive of tZERO, GrainChain, and other assets. The Company regularly posts information and updates on its Newsroom and Investor Relations pages on its website, bedbathandbeyond.com.

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Source: Bed Bath & Beyond, Inc.