Filed by Personalis, Inc.
Pursuant to Rule 425
under the Securities Act of 1933, as amended
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under the Securities Exchange Act of 1934, as amended
Subject Company: Personalis, Inc.
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Date: November 24, 2026

Employee Equity FAQ

This FAQ summarizes the treatment of employee equity awards under the merger agreement and is intended for current Personalis employees. The transaction is expected to close on December 1, 2, or 3, 2026, subject to satisfaction of the remaining closing conditions. In the event anything herein conflicts with the merger agreement, applicable equity plan, or the applicable award documents, the merger agreement, applicable equity plan, and applicable award documents govern. Tax information only provides a general summary thereof and is not personal tax advice. Please consult your personal tax advisor regarding your equity awards, any prior option exercise and the receipt or sale of shares in connection with the transaction.

1. What will happen to my Personalis stock, stock options and/or RSUs at the closing of the transaction?

At the closing, each outstanding share of Personalis stock will convert into the right to receive Tempus Class A common stock (the "stock consideration"). Tempus may elect to pay $16.25 in cash per share for a certain portion of the eligible shares, allocated proportionately among holders, subject to the merger agreement's limits. Any fractional shares of Personalis stock will convert into cash consideration. Together, the applicable stock consideration and cash consideration are referred to as the "merger consideration" and are subject to required tax withholding and deductions. How your specific equity is treated depends on its type and, if applicable, vesting status:

Personalis Stock (including shares already issued upon RSU settlement, option exercise or ESPP purchase): Personalis shares will convert into the right to receive the merger consideration.

Vested In-the-Money Stock Options: Each vested and outstanding in-the-money stock option held by a current employee will be cancelled in exchange for the stock consideration in respect of the net number of shares of Personalis stock underlying such option (determined after a hypothetical net exercise of the option that gives effect to the exercise price).

Unvested In-the-Money Stock Options: Each unvested and outstanding in-the-money employee option will be assumed by Tempus and converted into an option to acquire Tempus Class A common stock. The number of Personalis shares underlying such option is multiplied by the exchange ratio and rounded down to the nearest whole share; the exercise price per share is divided by the exchange ratio and rounded up to the nearest whole cent. The converted option otherwise remains subject to the same terms and conditions, including vesting.

Out-of-the-Money Options: Each outstanding out-of-the-money stock option, whether vested or unvested, will be cancelled without any consideration being payable in respect thereof.

Outstanding Employee RSUs: Each outstanding employee RSU will be assumed and converted into a Tempus RSU, with the number of shares of Tempus Class A common stock subject to such award adjusted based on the exchange ratio. The converted RSUs otherwise remain subject to the same terms and conditions, including vesting.

Continued Employment: If you remain employed with Tempus following closing, the transaction itself does not interrupt your continuous service for purposes of converted equity awards. Your converted options will remain outstanding, and the post-termination exercise period will not be triggered. If your employment terminates for any reason upon or after closing, the termination provisions applicable to your original Personalis award will apply to your converted Tempus award.

2. Will my Incentive Stock Options (ISOs) retain ISO tax status?

Unvested In-the-Money ISOs: An employee's unvested in-the-money ISO is expected to retain its ISO status immediately following conversion into a Tempus stock option (to the extent they otherwise would have qualified as an ISO).

Vested In-the-Money ISOs: If you did not validly exercise your vested in-the-money ISOs by November 20, 2026, those options, to the extent still outstanding at closing, will be cancelled and settled as described in Question 1. The resulting stock consideration will be subject to applicable tax withholding upon receipt (and will no longer be considered an ISO).

Exercised ISOs: If you validly exercised your ISOs by November 20, 2026 and hold the resulting shares at closing, those shares receive merger consideration rather than the option treatment described in Question 1. Your tax treatment depends on the form of consideration and the applicable ISO rules and holding periods. Cash consideration received may result in a "disqualifying disposition" and may be taxed as ordinary income (although will not be subject to withholding); stock consideration may be eligible for capital gains treatment if specific ISO holding periods are met and there is a "qualifying disposition". Exercising ISOs can trigger an Alternative Minimum Tax (AMT) (although if exercised in the same year as disposition, AMT will not apply and instead the spread at exercise will be taxed as ordinary income, although not subject to withholding), so please consult your personal tax advisor regarding your prior exercise and the receipt of merger consideration.

3. What will happen to the ESPP?

Subject to completion of the merger, the Personalis 2019 Employee Stock Purchase Plan (ESPP) will terminate immediately before the merger becomes effective. No offering period is currently in effect. See #1 above for the treatment of Personalis stock purchased pursuant to the ESPP.

4. When my vested in-the-money stock options are converted to Tempus shares, how will withholding tax requirements be satisfied?

Payments in respect of vested in-the-money stock options are subject to applicable tax withholding and deductions. A "sell to cover" transaction will occur at the time the vested in-the-money stock options are converted to shares of Tempus Class A common stock to cover withholding taxes.

5. When will our Personalis shares convert, and when will we receive the merger consideration?

Promptly after closing, the exchange agent will send transmittal materials and instructions to holders of record explaining how to surrender their shares (whether held in certificated or book-entry form) in exchange for the merger consideration. Once an employee properly surrenders their shares in accordance with those instructions, they will receive the applicable merger consideration. Employees holding shares through a brokerage account (book-entry) can generally expect this to happen automatically and relatively quickly after closing, while employees holding physical stock certificates will need to complete and return the transmittal materials and surrender their stock certificates before receiving their merger consideration.

6. **Will Tempus shares received for my Personalis shares and/or cancelled equity awards be held in my current E*TRADE account?**

   Yes. Once your Personalis shares and vested Personalis equity is converted to Tempus shares, it will be settled and deposited into your existing Personalis E*TRADE account.

7. **Where will my converted options and RSUs be administered?**

   Converted unvested stock options and RSUs will be deposited into a new account on a platform used by Tempus called Shareworks.

8. **Will my Personalis equity balance temporarily show as zero after the acquisition closes?**

   Yes. A temporary $0 balance is a normal part of the post-acquisition conversion process. After the deal closes, E*TRADE removes your legacy Personalis equity from view while they are being converted into Tempus awards. Your new balances will populate in your account once the conversion process is complete.

9. **What Is Shareworks?**

   Shareworks is an equity compensation administration platform. Tempus will provide Shareworks information for converted equity award holders, including login instructions, following closing.

10. **How soon after the close will we be able to access Shareworks?**

    We expect Shareworks to send emails within 10 days after the closing. As soon as practicable after the closing, you will receive an email from Shareworks to sign up for your account.

11. **When will the trading window be open?**

    The trading window will open the day after the merger closes and remain open through December 15, 2026, which is when Tempus enters its next restricted trading period. The trading window is then expected to reopen in late February or early March, following the release of Tempus's annual and quarterly earnings.

12. **How is the exchange ratio calculated?**

    The exchange ratio is determined using the volume-weighted average price (VWAP) of Tempus Class A common stock on Nasdaq, rounded to the nearest four decimal places, over the 15 consecutive trading days prior to, but not including, the last trading day before closing. If the Parent Stock Price is greater than $48.42, the exchange ratio equals $16.25 divided by the Parent Stock Price. If the Parent Stock Price is $48.42 or less, the exchange ratio is fixed at 0.3356. The final ratio will be communicated once determined.

13. Will Personalis employees be subject to Tempus's insider trading policy and pre-clearance rules after closing?

Yes. The Tempus insider trading policy will be distributed to employees in the near future. Any employees subject to pre-clearance requirements will be notified in the coming weeks. All employees continue to have a personal responsibility to comply with company policies and laws regarding insider trading.

Forward-Looking Statements

This communication relates to a proposed business combination transaction between Tempus and Personalis. This communication includes forward-looking statements within the meaning of federal securities laws. Forward-looking statements relate to the anticipated closing date for the proposed transaction. These forward-looking statements generally can be identified by phrases such as "will," "should," "expects," "plans," "anticipates," "could," "intends," "target," "projects," "contemplates," "believes," "predicts," "potential," "continue," "foresees," "forecasts," "estimates" or other words or phrases of similar import. It is uncertain whether any of the events anticipated by the forward-looking statements will transpire or occur, or if any of them do, what impact they will have on the results of operations and financial condition of the combined company or the price of Tempus' common shares or Personalis' stock. Therefore, you should not place undue reliance on any such statements and caution must be exercised in relying on forward-looking statements. These forward-looking statements involve certain risks and uncertainties, many of which are beyond the parties' control, that could cause actual results to differ materially from those indicated in such forward-looking statements, including but not limited to: the possibility that stockholders of Personalis may not approve the merger agreement; the risk that a condition to closing of the proposed transaction may not be satisfied (or waived), that either party may terminate the merger agreement or that the closing of the transaction might be delayed or not occur at all; potential adverse reactions or changes to business or employee relationships, including those resulting from the announcement or completion of the proposed transaction; the diversion of management time on transaction-related issues; the response of competitors to the proposed transaction; the ultimate timing, outcome and results of integrating the operations of Tempus and Personalis; the effects of the business combination of Tempus

and Personalis, including the combined company's future financial condition, results of operations, strategy and plans; regulatory approval and clearances of the transaction; the fact that operating costs and business disruption may be greater than expected following the public announcement or consummation of the proposed transaction; the significant costs associated with the proposed transaction; potential litigation relating to the proposed transaction; restrictions during the pendency of the proposed transaction that may impact the ability of Tempus and/or Personalis to pursue certain business opportunities or strategic transactions; the ability of the combined company to realize anticipated synergies in the timeframe expected or at all; changes in capital markets and the ability of the combined company to finance operations in the manner expected; legislative, regulatory and economic developments affecting the businesses of Tempus and Personalis; general economic and market developments and conditions; the evolving legal, regulatory and tax regimes under which Tempus and Personalis operate; unpredictability and severity of catastrophic events, including, but not limited to, acts of terrorism or outbreak of war or hostilities, as well as Tempus' or Personalis' response to any of the aforementioned factors. These risks, as well as other risks related to the proposed transaction, was included in the registration statement on Form S-4 and proxy statement/prospectus that are filed with the Securities and Exchange Commission ("***SEC***") in connection with the proposed transaction. While the list of factors presented here is, and the list of factors to be presented in the registration statement on Form S-4 are, considered representative, no such list should be considered to be a complete statement of all potential risks and uncertainties. For additional information about other factors that could cause actual results to differ materially from those described in the forward-looking statements, please refer to Tempus' and Personalis' respective periodic reports and other filings with the SEC, including the risk factors identified in Tempus' most recent Quarterly Reports on Form 10-Q and Annual Report on Form 10-K and Personalis' most recent Quarterly Report on Form 10-Q and Annual Report on Form 10-K. The forward-looking statements included in this communication are made only as of the date hereof. Neither Tempus nor Personalis undertakes any obligation to update any forward-looking statements to reflect subsequent events or circumstances, except as required by law.

Additional Information and Where to Find It

In connection with the proposed merger, Tempus filed with the SEC a registration statement on Form S-4 which includes a document that serves as a prospectus of Tempus and a proxy statement of Personalis (the "***proxy statement/prospectus***"). Tempus, Personalis and certain of their respective affiliates jointly filed a transaction statement on Schedule 13E-3 (the "***Schedule 13E-3***") with the SEC. The registration statement was declared effective by the SEC on October 21, 2026, and the definitive proxy statement/prospectus was mailed to the stockholders of Personalis on or about October 21, 2026. This communication is not a substitute for the registration statement, the proxy statement/prospectus, the Schedule 13E-3 or any other document that Personalis or Tempus may file with the SEC with respect to the proposed business combination.

INVESTORS AND SECURITY HOLDERS ARE URGED TO READ THE REGISTRATION STATEMENT ON FORM S-4 AND THE RELATED PROXY STATEMENT/PROSPECTUS, THE SCHEDULE 13E-3 AS WELL AS ANY AMENDMENTS OR SUPPLEMENTS TO THOSE DOCUMENTS AND ANY OTHER RELEVANT DOCUMENTS THAT HAVE BEEN OR MAY BE FILED WITH THE SEC IN CONNECTION WITH THE PROPOSED MERGER, IF AND WHEN THEY BECOME AVAILABLE, BECAUSE THEY CONTAIN OR WILL CONTAIN IMPORTANT INFORMATION ABOUT TEMPUS, PERSONALIS AND THE PROPOSED MERGER.

Investors and security holders may obtain copies of these documents free of charge through the website maintained by the SEC at www.sec.gov or from Tempus at its website, www.tempus.com, or from Personalis at its website, www.personalis.com. Documents filed with the SEC by Tempus will be available free of charge by accessing Tempus's website at https://investors.Tempus.com/financials/sec-filings, under the heading SEC Filings, or, alternatively, by contacting Tempus's Corporate Secretary at Tempus AI, Inc., 600 West Chicago Avenue, Suite 510, Chicago, Illinois 60654, and documents filed with the SEC by Personalis will be available free of charge by accessing Personalis' website at www.personalis.com under the heading Investor or, alternatively, by contacting Personalis' Investor Relations department at investors@personalis.com.