



## **IRONMAN ANNOUNCES GRANT OF OPTIONS AND RSUS AND PROVIDES MESSAGE FROM CEO**

**November 28, 2025 – Vancouver, British Columbia. Ironman International Ltd. (the “Company”)** (TSX-V: IMI) (OTC: LTCCF) – a Vancouver-based drilling and infrastructure services company, announces that a total of 5,155,000 stock options (the “Options”) have been granted to certain directors, officers, employees and consultants of the Company pursuant to the Company’s stock option plan. The Options are each exercisable to purchase one common share of the Company at an exercise price of \$0.10 for a period of 3 years from the date of grant. All Options vest immediately.

The Company has also issued a total of 1,100,000 restricted share units (the “RSUs”) to a consultant of the Company pursuant to the Company’s equity incentive compensation plan. Each RSU entitles the holder to be issued one common share on vesting. The RSUs will vest one year from the grant date.

### **Message From CEO**

The Company is pleased to provide the following message from its Chief Executive Officer, Mike Irmen, following the completion of the Company’s acquisition of 1097195 B.C. Ltd. and Ironman Directional Drilling US Inc. on September 26, 2025.

*“The acquisition marks a significant step forward in strengthening our operational platform, advancing our growth strategy, and positioning the Company for long-term value creation. This milestone represents far more than a corporate transaction—it marks a decisive turning point. As we move forward, we are building on a refreshed vision, underpinned by a motivated, highly capable, and experienced leadership team.*”

*Having built and led Ironman Directional Drilling from the ground up, I am honoured to continue that growth in the role of Chief Executive Officer of the Company. I do so with absolute conviction that our brightest days are ahead. The combination of a scalable public company platform with more than 25 years of private-sector operational expertise provides us with a unique competitive advantage. We have the agility to adapt quickly when markets shift,*

*regulations evolve, or major project opportunities emerge—delivering solutions that many competitors are simply unable to quote, let alone execute.*

*Our success is never driven by one individual. It is the result of the exceptional people who power this company every day. Our team embodies a rare combination of determination, creativity, accountability, and pride in their work. Our ability to out-think, out-work, and out-deliver competitors is what sets us apart in this industry.*

*As we enter this next phase, my commitment to you is clear: relentless execution, bold innovation, disciplined expansion, and unwavering focus to build enduring shareholder value.*

*The future begins now. Thank you for your continued confidence and support as we embark on what we are determined to achieve.”*

Chief Operating Officer, Bob Scott, commented: *“I am excited about the acquisition and the new opportunities it has created. We have a very strong workforce, a positive working environment, and a tremendous ‘can-do’ attitude when faced with project challenges.*

Chief Financial Officer, Linda Han, added: *“Completing the acquisition is a defining milestone for our company and our shareholders. It strengthens our capital base, expands our market reach, and positions us for sustainable long-term growth. We remain firmly committed to transparent disclosure, strong governance standards, and protecting shareholder interests.”*

For more information about the acquisition, please see the Company’s news release dated September 29, 2025.

**For further information please contact:**

Ironman International Ltd.  
Mark Tommasi, Director  
Phone: 604-318-1448  
<https://www.ironmaninternational.com/>

**Forward Looking Information**

*This release includes certain statements and information that may constitute forward-looking information within the meaning of applicable Canadian securities laws. All statements in this news release, other than statements of historical facts, are forward looking statements, including statements regarding the Company’s operational platform, growth strategy, and positioning for value creation; expectations regarding operations, scalability and competitive advantages; the Company’s ability to adapt to market shifts and regulatory developments; the Company’s ability secure and execute project opportunities; the strength of the Company’s leadership team and workforce; the Company’s market reach; and the Company’s commitments with respect to governance and protecting shareholder interests.*

*Forward-looking statements are based on certain material assumptions and analysis made by the Company and the opinions and estimates of management as of the date of this press release, including with respect to demand for the Company's services; the Company's ability to attract and retain key personnel; the Company's access to sufficient capital and resources; the Company's ability to adapt to regulatory developments; and that market conditions will support the Company's growth initiatives.*

*These forward-looking statements are subject to known and unknown risks, uncertainties and other factors that may cause the actual results, level of activity, performance or achievements of the Company to be materially different from those expressed or implied by such forward-looking statements or forward-looking information. Important factors that may cause actual results to vary, include, without limitation, adverse market conditions; general economic, market or business risks; unanticipated costs; integration risks associated with the Acquisition; retention of executives, employees and customers; project execution risks including supply chain disruptions and cost escalations; regulatory developments; and other factors beyond the control of the Company, including those other risks more fully described in the Company's information circular dated July 14, 2025 which can be accessed at [www.sedarplus.ca](http://www.sedarplus.ca).*

*Although management of the Company has attempted to identify important factors that could cause actual results to differ materially from those contained in forward-looking statements or forward-looking information, there may be other factors that cause results not to be as anticipated, estimated or intended. There can be no assurance that such statements will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. Accordingly, readers should not place undue reliance on forward-looking statements and forward-looking information. Readers are cautioned that reliance on such information may not be appropriate for other purposes. The Company does not undertake to update any forward-looking statement, forward-looking information or financial out-look that are incorporated by reference herein, except in accordance with applicable securities laws.*

***Neither the TSX Venture Exchange nor its Regulation Services Provider (as that term is defined in the policies of the TSX Venture Exchange) accepts responsibility for the adequacy or accuracy of this release.***