



Intrepid
Foundation



Impact Report 2025



Acknowledgement of Country

We acknowledge the Traditional Owners of the Country on which Intrepid's Melbourne (Narm) headquarters is located, the Wurundjeri and Boon Wurrung people of the Kulin Nation, and recognise their continuing connection to the land, waters and culture. We pay our respects to their Elders past and present.

Wherever we travel in Australia, we're on Aboriginal and Torres Strait Islander land. We recognise the unique place held by First Nations People as the original custodians of the lands and waterways across this continent and support the continuation of cultural, spiritual and educational practices.

We also acknowledge and respect Aboriginal and Torres Strait Islander travellers, staff, Elders and collaborators, and all First Nations people.





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OUR MISSION



We're on a mission to create positive impact through the joy of travel, community and connection.

The Intrepid Foundation was created in 2002 to connect Intrepid travellers with the issues at the heart of the places they visit and give them the chance to be part of change.

A year of milestones and meaning

A note from our General Manager

2025 was a year of milestones for The Intrepid Foundation.

It was our biggest year of giving, with AUD 3.4M reaching 58 partners around the world. Your donations had a truly global footprint, impacting 45 countries. Our Foundation surpassed AUD 20 million disbursed since 2002. On 24 July, we celebrated the first Intrepid Day, which became one of our most impactful single days of giving outside of a disaster appeal.

But beyond the milestones, I spent a lot of time throughout 2025 thinking about why we do what we do. Through the lens of travellers, and with the generous backing of Intrepid Travel, I asked myself: How is our Foundation best placed to contribute meaningfully to the world in which we live?

For me, it comes back to being in the business of human connection.

My first foray into international giving was off the back of a trip to Cambodia

in 2013, after experiencing a corner of the world that touched me personally. Through human connections both in Cambodia and back home in Melbourne, I found my own purpose in giving back.

And in 2025, I got to witness the power of human connection that fuels The Intrepid Foundation every day. During Intrepid's Global Summit in Colombo, Nishanka De Silva, founder of ZeroPlastic Movement, inspired people from around the world to notice and care about the small choices we can all make to reduce plastic pollution.

Our third annual Buffalo Bike Ride reached new heights, taking 14 fundraisers to Kisumu, Kenya to experience bicycle distribution firsthand within the local rural community. As one fundraiser said, 'The chance to see the bikes helping kids get to school in villages and healthcare workers visit patients – while riding through parks teeming with zebras and giraffes – was very special!'

“ *My takeaway is that the impact we created this year was only possible because of the heart and connection our travel community has shown...*

My takeaway is that the impact we created this year was only possible because of the heart and connection our travel community has shown towards the places they visit, and because of the remarkable and resilient people quietly leading change in their communities every day.

So let me take this chance to say thank you. Your spirit of connection and community is truly creating positive change, and generosity has never been needed in our world more than it is now.

I'd also like to welcome new partners to our Intrepid Foundation network – Ezwitti in Jordan, Monteverde Conservation League in Costa Rica, National Parks Conservation

Association and Trust for the National Mall in the USA, Scholars of Sustenance in Indonesia, and Tasuleasa Social Association in Romania. I hope we deliver on our promise to be a good partner to you.

To all of our trusted partners, donors and supporters, you made 2025 the record-breaking year that it was. From everyone at The Intrepid Foundation, it's been an honour working alongside you. May the power of human connection continue to drive us in 2026 and into the future.





The power of collective impact

Our theory of change





The year in numbers

AUD 3.4m

Disbursed

58

Partners

14

Partners investing
in the environment

12

Partners addressing
inequality

AUD 3.6m

Raised

45

Countries

15

Partners
protecting wildlife

17

Partners supporting
local communities

AUD 669,356

Funding through
Impact Grant program

16,293

Donors

**In 2025, we surpassed AUD 20m
disbursed to our partners since 2002
– a milestone only possible because
of your continued support.**



How we form partnerships

We build long-term partnerships that support meaningful, lasting change for communities.

We start with a simple belief: no one understands a community's challenges better than the people working in local organisations every day. The strength of our model is the relationship between Intrepid's 31 country offices and the communities served by the Foundation. Our partners are identified by Intrepid teams who live and work in the same communities, and who understand the challenges and opportunities on the ground. Our role is to nurture this expertise and create partnerships that give organisations the flexibility they need to achieve their mission.

When we give, we're proud that most funds are untied, meaning it's up to the organisations to choose where the need is greatest. We commit to ensuring our reporting is light touch, preferencing conversations over paperwork.

We also offer non-financial support such as volunteering, communications support, fundraising help and connections across the Intrepid network. Every partner we work with passes a thorough due-diligence process that looks at financial health, operational capacity, safeguarding and reputation.

In our 2025 partner survey, we achieved a partnership NPS of 88, reflecting strong satisfaction and a willingness to recommend us to other organisations. We're proud of these results, but as we grow and evolve, we'll keep listening, learning and refining our approach, so it stays grounded in what partners and communities need.





Meet our partners

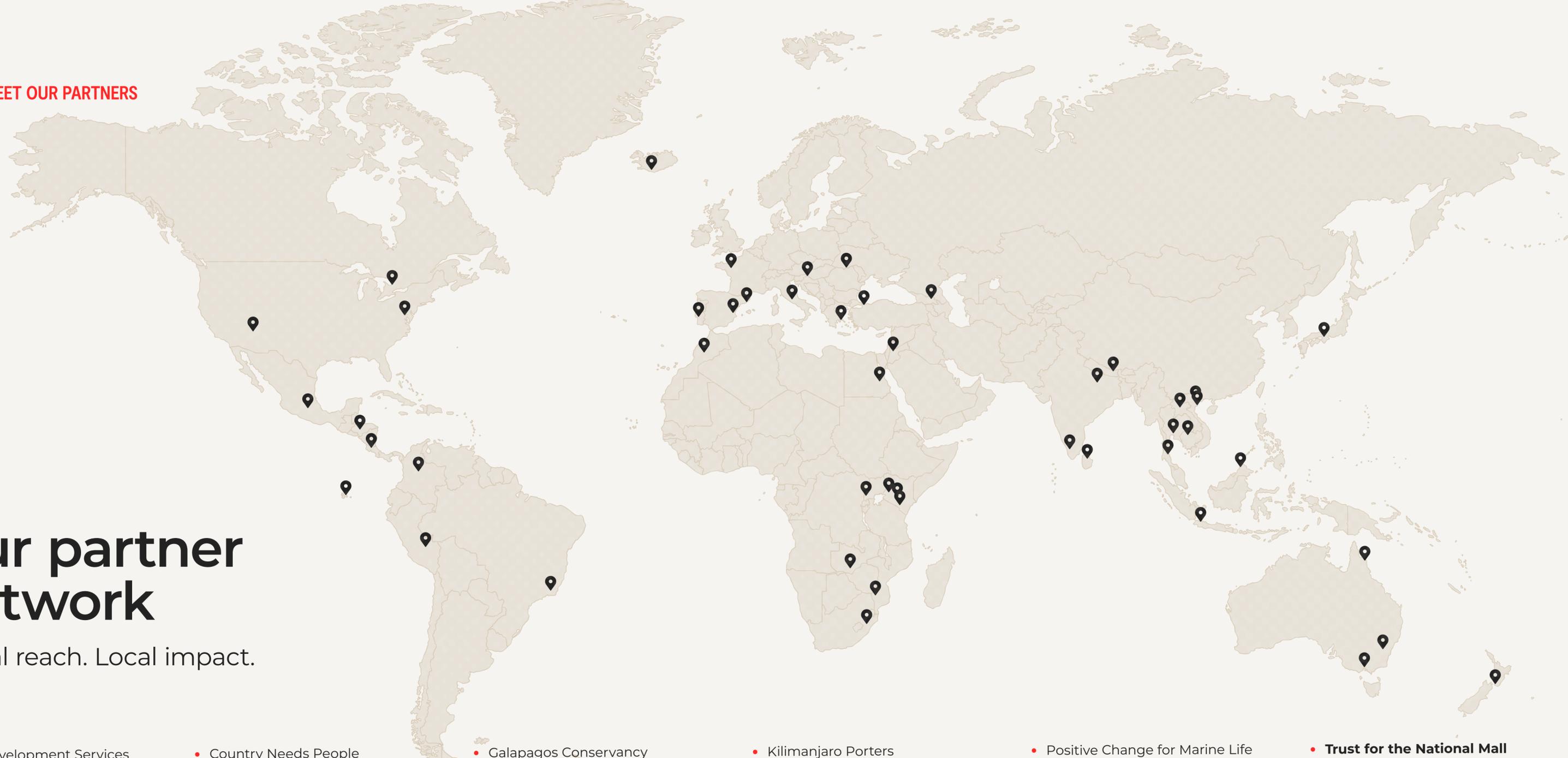
In 2025, we supported 58 partners in 45 countries working across one (or more) of our four key impact areas: **addressing inequality, protecting the environment, supporting local communities** and **taking a stand for wildlife**.



MEET OUR PARTNERS

Our partner network

Global reach. Local impact.



- Access Development Services (Holy City Rickshaw)
- Adelante Foundation
- Amal Association
- Amurtel
- Animal Care Egypt
- Awamaki
- Blue Dragon Children's Foundation
- Cambodia Rural Students Trust
- Casa Caridad
- Cooperativa Coraggio

- Country Needs People
- East African Wildlife Society
- EcoThailand Foundation
- Eden: People + Planet
- Education for All
- **Ezwitti**
- Fonds de Dotation Les Extraordinaires
- Forest & Bird
- Foundation for the Support of Women's Work (KEDV)

- Galapagos Conservancy
- Gastromotiva Brazil
- Gastromotiva Mexico
- Gorilla Doctors
- Grand Canyon Conservancy
- Greening Australia
- Helping Rhinos (Black Mambas)
- High Atlas Foundation
- Humana Zagreb
- Japan Rescue Association

- Kilimanjaro Porters Assistance Project
- **Monteverde Conservation League**
- Mtskheta-Mtianeti Regional Hub (Ikorta)
- **National Parks Conservation Association**
- Open Arms
- Patinaai Osim
- Patrulla Aérea Civil Colombiana (PAC)

- Positive Change for Marine Life
- Rainforest Rescue
- REFOOD
- Responsible Elephant Conservation Trust (RESPECT)
- Centre for Nature Positive Solutions
- Sagarmatha Next
- Save Vietnam's Wildlife
- **Scholars of Sustenance**
- Sea Life Trust
- **Tășuleasa Social Association**

- **Trust for the National Mall**
- Victoria Falls Wildlife Trust
- Yun Art
- Water First
- Mandalao Elephant Conservation
- World Animal Protection (Thailand)
- World Bicycle Relief
- ZeroPlastic Movement

• Existing partner • New partner



MEET OUR PARTNERS

New partners in 2025

We welcomed the following organisations into The Intrepid Foundation network.

“ I appreciate the difference that you make with your trips and connections to the local areas you travel. I look forward to many more places and trips!”

Samantha, Australia

Ezwitti

Jordan

Creating a more dignified, community-led way for people to access food support in Jordan.



Scholars of Sustenance

Indonesia

Reducing food waste and strengthening food security across Indonesia.



National Parks Conservation Association

United States of America

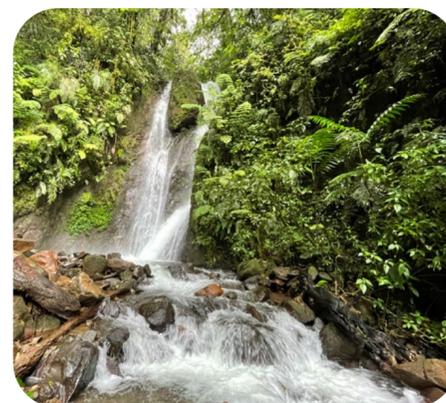
Defending the landscapes, wildlife, histories and cultures protected by America's national parks.



Monteverde Conservation League

Costa Rica

Protecting the Children's Eternal Rainforest in Costa Rica and the biodiversity that depends on it.



Tasuleasa Social Association

Romania

Driving grassroots initiatives that bring people and nature together in Romania.



Trust for the National Mall

United States of America

Preserving the National Mall and the history that makes it one of Washington's most important public spaces.





“Travel is a luxury and a privilege and I feel it also carries a responsibility to give back to the people whose countries we travel through.”

Margaret, New Zealand

Addressing inequality



MEET OUR PARTNERS

Adelante Foundation

Honduras

Across Honduras, Adelante Foundation offers microloans and ongoing support to women entrepreneurs who don't have access to fair and flexible funding. By the end of October 2025, Adelante had delivered 5552 microloans, reached 979 new women entrepreneurs and delivered online financial literacy training to 1473 clients. Plus, Adelante's newly-launched Financial Seed project brought a tested financial literacy curriculum into final-year classrooms, helping students picture futures where entrepreneurship feels possible.



5552
microloans
offered

Foundation for the Support of Women's Work (KEDV)

Türkiye

When earthquakes hit southern Türkiye in 2023, the damage rippled far. Kadın Emegini Degerlendirme Vakfi (KEDV) works directly with women's cooperatives on individual and collective capacity building for women, cooperative development, economic empowerment, and support in disaster and migration contexts.

In 2025, through contributions from supporters like the Intrepid Foundation, KEDV has supported work in earthquake-affected regions, enabling 71 women to re-engage in production and strengthen their economic independence.

Its social enterprise, Nahil Guesthouse, also generated income for women who used their skills to transform second-hand goods into new products.



71
women restarted
small-scale
production



MEET OUR PARTNERS

AMURTEL

Greece

For refugee and migrant mothers in Greece, pregnancy and early motherhood often comes with isolation, language barriers and the weight of recent trauma. AMURTEL Greece brings women together through support groups shaped by shared experience, culturally sensitive care and peer-led education that strengthens community trust.

This year, AMURTEL collectively hosted more than 1800 visits across maternal support groups, reaching 85 mothers and indirectly supporting approximately 90 infants and young children.

1800
maternal support
group visits



“ *When I came here, I thought something was wrong with me. But I saw other mothers feeling the same, and I felt peace for the first time since giving birth.”*

Anonymous mother





“It’s essential for the future of our species that we care as individuals about our environment.”

Charmain, Thailand

Protecting the environment



MEET OUR PARTNERS

43,140
kilograms of
plastic
collected

ZeroPlastic Movement

Sri Lanka

The ZeroPlastic Movement is driving long-term solutions, shaped directly by local communities, to combat Sri Lanka's plastic pollution crisis. This year, ZeroPlastic expanded its network to 20 universities, training 11,397 change agents to initiate and lead clean-up drives and other environmental actions. Their outreach helped shape new government legislation to curb plastic use, and mobilised over 80,000 people across Sri Lanka. Funding through The Intrepid Foundation's Impact Grant program also directly enabled construction of the ZeroPlastic Impact Center in Sigiriya, creating a space for local artisans to sell alternatives to plastic products, as well as to train the next wave of changemakers.



Greening Australia

Australia

Australia's environment is incredibly vulnerable to the impacts of climate change and accelerating biodiversity loss. While restoration efforts are gaining momentum nationally, large-scale, systemic change is required. That's where Greening Australia comes in. In the past year, Greening Australia has scaled ecosystem recovery on a national level, supported by First Nations-led design and delivery. Across over 50 restoration sites, local teams planted 2.5 million native plants, distributed more than eight tonnes of native seeds and prevented 14,000 tonnes of pollutants from reaching seas.

1700
hectares
restored



MEET OUR PARTNERS

Positive Change for Marine Life

India

Positive Change for Marine Life is transforming the world of waste with regular pick-ups and a first of its kind community-led composting program. With support from The Intrepid Foundation, the program's reach has expanded from Kovalam into Kottapuram and Poovar, where students and community members are taking composting into their own homes. In 2025, teams processed around 70kg of organic waste per day, with more than 325 households involved, and have plans to scale to 200kg. This will support over 1700 community members and directly enable the employment of five additional local women.



20

tonnes of organic waste turned into compost



“ I want to leave as much wildlife in the world as possible – for the children who are not yet responsible, but one day will be.”

Melinda, United Kingdom



“ We are all one. My good fortune should be shared with others. If we all behaved like this, the world would truly be a better place.”

Jacqueline, Australia

Supporting local communities





MEET OUR PARTNERS



World Bicycle Relief

Global

World Bicycle Relief (WBR) was created to ensure getting to school, work or a hospital isn't determined by distance or luck. In 2025, it surpassed a major milestone with one million bicycles officially rolled off the production line. The best part? That means 5 million lives have been changed for the better, with new research from WBR showing that five people within a single-family benefit from having a bicycle, while monthly family income increases by 43%.

5m
lives changed

Ezwitti

Jordan

In Amman and surrounding areas in Jordan, food insecurity affects many people. Ezwitti exists to facilitate the prepayment of meals for people in need through a discreet coupon system. In 2025, Ezwitti provided 91,000 meals to individuals and families. One of the most important moments came during Ramadan, when the restaurant transformed into a community hub, distributing 5000 hot iftar meals to households that needed them most. 40 youth-led initiatives joined the work this year, helping spread understanding of pay-it-forward meals and encouraging more people to take part.

91,000
meals provided





MEET OUR PARTNERS

ReFood

Portugal • Spain

In Portugal and throughout the world, good food is often wasted, while many households and community groups struggle to know when they'll eat next. ReFood exists to close that gap, uniting volunteer teams to rescue surplus meals, reduce biowaste and build community care networks for food redistribution. Over 3 million meals a year are now being redistributed and more than 1500 tonnes of biowaste prevented from entering shared environments each year. With international funding support from partners like The Intrepid Foundation, ReFood has launched its next wave of global growth across Angola, Germany, Spain and the USA.

3m
meals
redistributed

“I have the opportunity to travel to and learn about amazing places. I want to give a small piece of gratitude back to the places that have given me so much.”

Jamie, Australia





“Animals around the world are often innocent victims of their owners’ circumstances, i.e. poverty, lack of education, war, violence. I want to be part of the solution by supporting efforts to improve their lives.”

Lisa, United States

Taking a stand for wildlife



MEET OUR PARTNERS

East African Wildlife Society

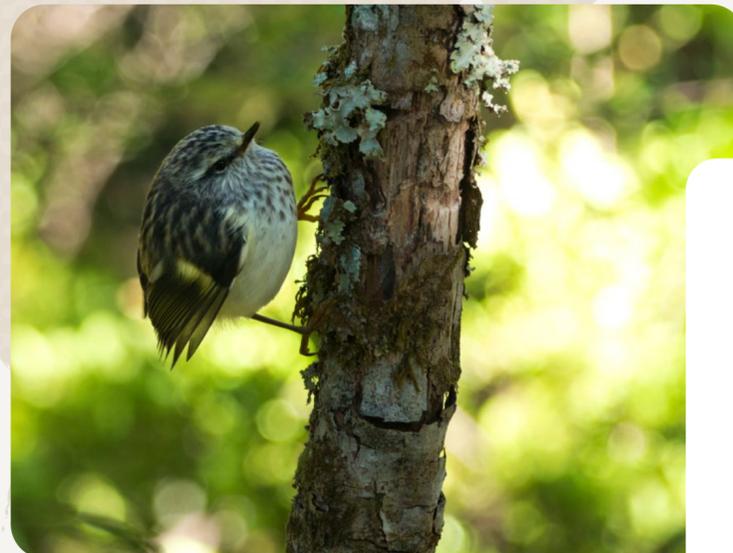
Kenya

Across Kenya's community-run conservancies, rangers are on the frontline. In 2025, our partner East African Wildlife Society provided welfare and equipment support to 40 community rangers across conservancies in Suswa, Enonkishu and Ol Kinye, all near the famous Maasai Mara National Reserve. This directly improved morale and confidence for rangers such as Francis, who shared that earning a steady income means he can support his family with fewer disruptions, cover his children's school fees and meet their day-to-day needs. His story demonstrates that when rangers thrive, their households and surrounding communities benefit too, building stronger long-term outcomes for wildlife and locals alike.



Community ranger Francis. Image credit: Lynn Freeman.

40
community rangers supported



Forest & Bird

New Zealand

Forest & Bird works with communities on the ground and with policymakers to protect nature in Aotearoa/New Zealand. In 2025, Forest & Bird extended its campaign to protect the ecologically significant Denniston Plateau and drove a major breakthrough with the passing of the Hauraki Gulf Tikapa Moana Marine Protection Bill. Forest & Bird also ran its 20th annual Bird of the Year competition, attracting over 67,000 votes and raising over AUD 107,000 in donations. Intrepid's very own bird, the Eastern Rockhopper Penguin, placed 6th, and The Intrepid Foundation contributed AUD 1 for every vote it received.

19
new protected areas introduced through advocacy



MEET OUR PARTNERS

RESPECT

Malaysia

In Kinabatangan, Sabah, elephants and farming communities share the same river corridor. When crops are the most accessible food source, herds veer toward them, increasing damaged harvests and conflict risk. RESPECT realised something simple but game-changing: if elephants are going to steer clear of crops, they need something else to eat. So in 2025, they built new fodder plots for Borneo elephants in Bilit and trained ten local participants on grass cultivation and maintaining the sites. The best part? This means the community leads the change as well as benefitting from it.

“ Having just returned from Borneo with Intrepid, I have a better understanding of the delicate balance between conservation and economics. It's so important that habitat is preserved for the unique and endangered wildlife of Borneo.”

Anonymous donor



8
wild elephant
visits
recorded



Impact in action

We're shining a light on the moments that brought people together in 2025 – raising funds, bringing long-term ideas to fruition and supporting communities in times of crisis.



Granting to help ideas grow

In 2025, a total of 8034 travellers donated 1% of the cost of their Intrepid trip to The Intrepid Foundation. Combined, this resulted in AUD 669,356 towards our annual Impact Grant program.

With your donations matched by Intrepid, we were able to award 15 Impact Grants to help our partners bring specific, mission-led ideas to life. This represents our largest grant round to date, with more than 700 Intrepid employees casting votes.

We were also excited to introduce our first Traveller's Choice Grant in 2025 – giving you a direct say on the impact of your donation. More than 1400 travellers voted, with their grant going to Blue Dragon Children's Foundation. These funds will support 20 families in Vietnam to build sustainable income, which furthers Blue Dragon's mission to combat the causes of human trafficking.



2025 Impact Grant recipients

- **Amurtel, Greece**
(AUD 50,000)
- **Blue Dragon Children's Foundation**
(AUD 50,000)
- **Cooperativa Coraggio, Italy**
(AUD 50,000)
- **Education for All, Morocco**
(AUD 50,000)
- **Ezwitti, Jordan**
(AUD 50,000)
- **Patrulla Area Civil Colombiana, Colombia**
(AUD 50,000)
- **Positive Change for Marine Life, India**
(AUD 50,000)
- **Responsible Elephant Conservation Trust, Malaysia**
(AUD 50,000)
- **Sagarmatha Next, Nepal**
(AUD 50,000)
- **Scholars of Sustenance, Indonesia**
(AUD 50,000)
- **World Animal Protection, Thailand**
(AUD 50,000)
- **Greening Australia, Australia**
(AUD 50,000)
- **World Bicycle Relief, Kenya & Tanzania**
(AUD 50,000)
- **Awamaki, Peru**
(AUD 14,356)
- **EcoThailand, Thailand**
(AUD 5000)

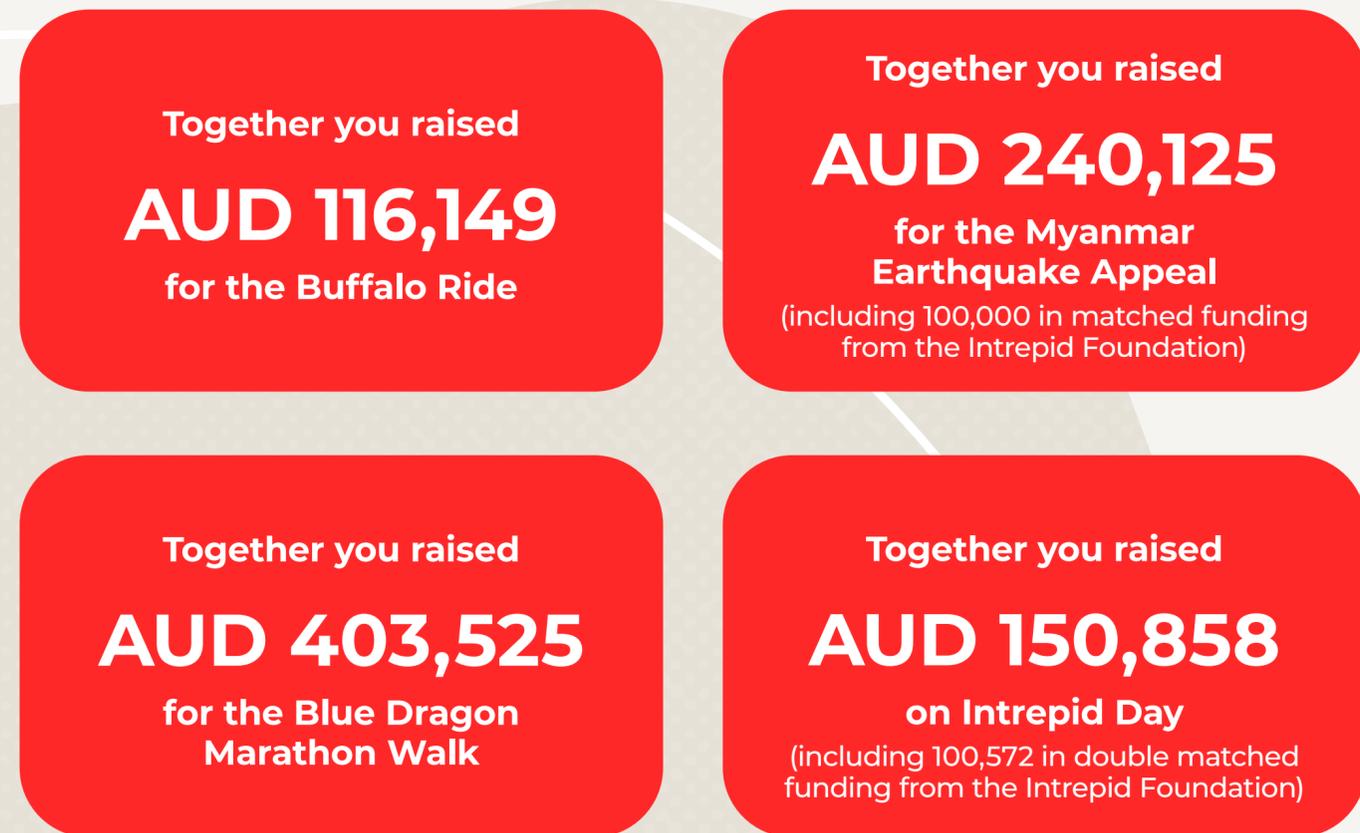
Threads of change

At the heart of a rural Maasai community, Intrepid Foundation partner Patinaai Osim have established the Titeeyio Women's Hub to create new pathways for women to build skills, income and confidence. Established with a AUD 50,000 Impact Grant in 2024 and opened in 2025, the hub offers tailoring, beadwork and cultural knowledge sharing in a safe, community-owned space. Twenty-five women now attend daily tailoring training, producing over 200 garments in the first three months, while beadwork artisans earn income through sales to visitors at the hub shop, including Intrepid travellers on the Classic East Africa trip. Beyond income, women report increased confidence, leadership and participation in community life, demonstrating how a locally led hub can transform skills into sustainable livelihoods.





The hero moments



Buffalo Ride

On 4 May, 235 of you jumped on your bikes and pedalled for a purpose, raising AUD 116,149 as part of our annual Buffalo Ride event. That's the equivalent of 464 Buffalo Bikes.

In addition to the global event, we launched a special fundraising trip in 2025 – the Buffalo Ride Kenya. Fundraisers travelled to Kenya to learn how access to a Buffalo Bicycle directly improves daily life in low-income rural regions and see the impact of their support firsthand. They even joined a student on a typical 3 km ride to school – a journey that becomes safer and faster with a Buffalo Bicycle.

“ Learning from the nurses at Khaunga Dispensary, attending the World Bicycle Relief distribution day at Mahola Secondary School and hearing from the Ministry of Education about how the bikes change lives was inspiring and humbling.”

Laura, Intrepid traveller on the Buffalo Ride Kenya fundraising trip

A special thank you to corporate supporters of the Buffalo Ride:

- **Quad Lock**
- **Specialized**
- **Virgin Active**



IMPACT IN ACTION

Blue Dragon Marathon Walk

Each year, our global community gathers for the Blue Dragon Marathon Walk in support of Blue Dragon Children's Foundation – a long-standing partner in Vietnam working to end human trafficking by tackling its root causes. Blue Dragon has been supported by The Intrepid Foundation – and you – since 2012, and we're invested in creating long-term impact through the annual fundraising walk.

This year's event brought together walkers across 11 cities around the world, covering everything from 10 km strolls to full marathon distances. We launched new walks in Manhattan and Brisbane, grew our community to more than 900 participants and welcomed support from several valued partners across the travel industry.

Together, you raised more than AUD 403,525, helping Blue Dragon continue their work to combat poverty and support those at risk of exploitation.

“This year has reminded us of the power of community. When our local partners, the children and families we serve, our staff, and supporters like you come together, we can overcome any challenge and go even further.”

Blue Dragon Children's Foundation

A special thank you to corporate supporters of the Blue Dragon Marathon Walk:

- **Accor Vietnam**
- **Apollo Global Management**
- **APT Luxury Travel**
- **Australian Travel Agents Cooperative (ATAC)**
- **C&C Travel**
- **CT Partners**
- **Flight Centre Travel Group**
- **Helloworld**
- **Ibis Singapore Novena**
- **IHG Hotels & Resorts**
- **Roll'd Vietnamese**

Myanmar Earthquake Appeal

On 28 March 2025, a 7.7 magnitude earthquake struck Myanmar. More than 3000 people lost their lives and thousands more were injured. In the days that followed, travellers and supporters raised over AUD 140,000 through The Intrepid Foundation, with an additional AUD 100,000 contribution from Intrepid Travel. All funds went directly to a trusted NGO partner in Myanmar to provide urgent, on-the-ground relief.

Despite Intrepid operations being paused in Myanmar, we heard from impassioned travellers about why they chose to donate:

“To show that the rest of the world cares about all the people of Myanmar.”

“I travelled to Myanmar 10 years ago and have many former colleagues still in the country.. the people of Myanmar have so many challenges at this time and I hope one day we will be able to visit this amazing country again.”

“Visited with Intrepid in 1996 – lovely people.”

These messages remind us how willing you are to stand with communities when they're facing their hardest moments. Thank you.

IMPACT IN ACTION

Protecting Country, uplifting people: A NAIDOC Week call to action

To celebrate NAIDOC Week in 2025, we launched a campaign with travel industry friends to raise funds for our partner, Country Needs People, and their work in support of Indigenous Rangers.

Intrepid Travel and Flight Centre each donated AUD 25,000 to lead the way and inspire the industry to follow. Industry media partner KarryOn also championed the campaign, promoting it widely and contributing again for the second year in a row.

Flight Centre's support builds on nearly two years of working together on our Reconciliation Action Plans and collaborating through the Reconciliation Industry Networking Group.

“ Put simply, 'Country Needs People' – that's all of us. And we need to make a difference now more than ever. All of us at KarryOn are grateful for the incredible work you do. Thank you.”

Matt Leedham,
Editor at KarryOn

Together you raised

AUD 61,850

for Country Needs People



Grand Canyon Conservancy Trek

Our annual trek brought together a passionate group of eight travel industry professionals for a fundraising adventure through one of the world's most iconic landscapes. Together, the group raised an incredible USD 51,763 at a critical time for the Grand Canyon, as the park rebuilds following catastrophic wildfires in 2025 and faces ongoing environmental and political pressure.

Together you raised

USD 51,763

for Grand Canyon
Conservancy



IMPACT IN ACTION

The business of human connection

Our fundraising approach is underpinned by our local teams across 31 country offices globally, who consistently and passionately champion their partners and communities. In 2025, our teams showed up creatively for the causes that matter to them.

In Nairobi, **Kenya**, ‘March in March’ saw team members from Intrepid’s East Africa country office walk 10 km and raise AUD 24,000 for partner organisations working on the frontlines of climate change.

With support from Intrepid **Colombia’s** country office, Patrulla Area Civil Colombiana hosted an art auction and travel raffle, raising funds for essential community needs, like prenatal care and early cancer detection.

The **Cambodia** team brought the wider Intrepid community together for a high-energy fundraising football tournament, spotlighting Cambodia Rural Student Trust and raising more than AUD 5000 in a single day.

We also introduced a learning circle to support our relationship managers better understand and implement our approach to trust-based philanthropy locally, as well as conducting due diligence and needs assessments.

“Thanks to allies like The Intrepid Foundation, we have continued to reach some of Colombia’s most remote and underserved regions, delivering life-changing medical care and strengthening local health systems.”

Patrulla Aerea Civil Colombiana, Colombia



Intrepid Day

24 July marked our first ever Intrepid Day. The date – 24/7 – nods to the global nature of travel and the continual impact we’re creating 24 hours a day, 7 days a week.

Donations made to the Intrepid Foundation on the day were tripled, so the AUD 50,286 you gave became AUD 150,858 for community-led projects. Our teams around the world got creative too: in Thailand, the team invited local suppliers to a hands-on education day, while in Vietnam the office ran a pop-up coffee shop to raise funds.



IMPACT IN ACTION

Awards and recognition

2025 Skift IDEA Awards

Holy City Rickshaws in India was recognised at Skift's prestigious awards for its innovative approach to supporting women to build sustainable livelihoods.

Virtuoso Travel Week

At the luxury travel industry's largest annual gathering, Intrepid was awarded the 2025 Sustainable Leadership Award for Supporting Local Economies.

Australian Workplace Giving Awards

Our annual Impact Grant Program won Best Grant Program, in recognition of its creative approach to customer and staff engagement.



“ *The Intrepid Foundation helped us strengthen our reach by introducing us to new people and sharing our work with a wider audience. Their team acted as dedicated ambassadors, supporting us voluntarily and helping to expand our impact through their genuine commitment and storytelling.”*

KEDV, Türkiye

“ *We have a renewed appreciation for how essential our supporters are. Through partnerships, matched campaigns, and incredible generosity, especially from The Intrepid Foundation, we have had an incredible year, being able to successfully expand our impact and reach.”*

Education for All, Morocco





Corporate supporters

The Intrepid Foundation is grateful to work alongside values-aligned businesses within, and beyond, the travel industry. Through our corporate partnerships, we've been able to create greater impact in the destinations we love and connect with travellers in new ways.

We wish to thank our valued 2025 partners and supporters:

Corporate partners

- Accor Vietnam
- Apollo Global Management
- APT Luxury Travel
- Australian Travel Agents Cooperative (ATAC)
- C&C Travel
- CT Partners
- Eurail
- Flight Centre Travel Group
- Platinum Travel
- Sawadee
- SouthSouthWest
- Helloworld
- Ibis Singapore Novena
- IHG Hotels & Resorts
- Roll'd Vietnamese

Fundraising event partners

- APT Luxury Travel
- Quad Lock
- Specialized

Media partners

- Adventure.com
- KarryOn

A partnership of shared values

Like Intrepid, Eurail is passionate about empowering travellers to try more unusual routes and embrace slow travel while doing good.

Since 2022, Eurail has brought its customers into the joy of giving back through travel, donating EUR 5 from every rail pass sold to The Intrepid Foundation through its *Journeys That Make A Difference* campaign.

The results of this multi-year initiative were realised in 2025, when two Eurail Impact Grants of AUD 50,000 each went to AMURTEL and Cooperativa Coraggio. AMURTEL will use these funds to support refugee and migrant mothers in Greece, while Cooperativa Coraggio will train 20 young people in agroecology and eco-hospitality at their culinary project on the outskirts of Rome, Italy.

In November 2025, Eurail announced its renewed commitment to supporting The Intrepid Foundation, pledging a further EUR 100,000 donation.





Our people

A board of directors governs The Intrepid Foundation, which includes Intrepid Travel senior staff and skilled non-executive directors. The Board is responsible for the Foundation's overall governance and strategic direction.





OUR PEOPLE

Meet the board

In 2025, we welcomed new board member, Meegan Marshall, to the team and farewelled James Thornton who has completed four terms.



Geoff Manchester
Non-Executive Director
Member since 2009

Geoff, AKA 'Manch', is the cofounder and director of Intrepid. Gaining a reputation as a responsible travel pioneer, he's driven many of the company's biggest purpose-led initiatives, including the establishment of The Intrepid Foundation and B Corp certification. He remains a curious adventurer with a passion for exploring off the beaten path.



Natalie Kidd
Executive Director
Member since 2023

With 20 years in travel, Natalie first joined Intrepid in 2005 as the founding GM in Vietnam. She later became Chief People and Purpose Officer, steering Intrepid's impact strategy through COVID-19. Now, she leads our Global Operations function in addition to being Managing Director for Asia. Natalie has a passion for culture and exploring new and emerging destinations for tourism.



Darrell Wade
Chair and Non-Executive Director
Member since 2009

Darrell co-founded Intrepid with Geoff 'Manch' Manchester in 1989, aiming to create a new style of low-impact travel that connects travellers with communities. Now a leading figure in responsible travel, he positively impacts the industry through activism, philanthropy and as chair of The Intrepid Foundation. He's best known, however, as 'the tall guy with the big laugh'.



Leigh Barnes
Executive Director
Member since 2023

Leigh has recently stepped into a new role as President of the Americas, overseeing Intrepid's expansion into the USA. Previously Chief Purpose Officer and then Chief Customer Officer, he's been instrumental in building Intrepid's reputation as a purpose-led business. Outside of work, Leigh's an avid supporter of local arts scenes and a keen ocean swimmer.



Melanie Gow
Independent Non-Executive Director
Member since 2018

Melanie is CEO at Australian Volunteers International. She has more than two decades experience in senior roles in the health and international development sectors and has served on a number of boards. Outside of work, Melanie shares Intrepid's passion for travel and enjoys family beach adventures.



James Thornton
Executive Director
Member since 2017, ceased November 2025

As CEO of Intrepid, James sets the strategic direction and vision of the global purpose-led business. Since joining Intrepid nearly two decades ago, he's led the company through highs and lows – from B Corp certification to navigating the business through the pandemic and resurfacing with record growth. Hailing from the UK, James is a football (soccer) fan and marathon runner.



Meegan Marshall
Executive Director
Member 14 November 2025, replacing James Thornton.

Meegan joined Intrepid in February 2023 as its first Chief People Officer, adding Purpose to her remit in 2025. A strategic, commercially astute leader with 20 years' experience, she drives business transformation, employee engagement and impact across 31 offices globally. Outside of work, Meegan keeps busy with her young family and enjoys Melbourne's arts scene.

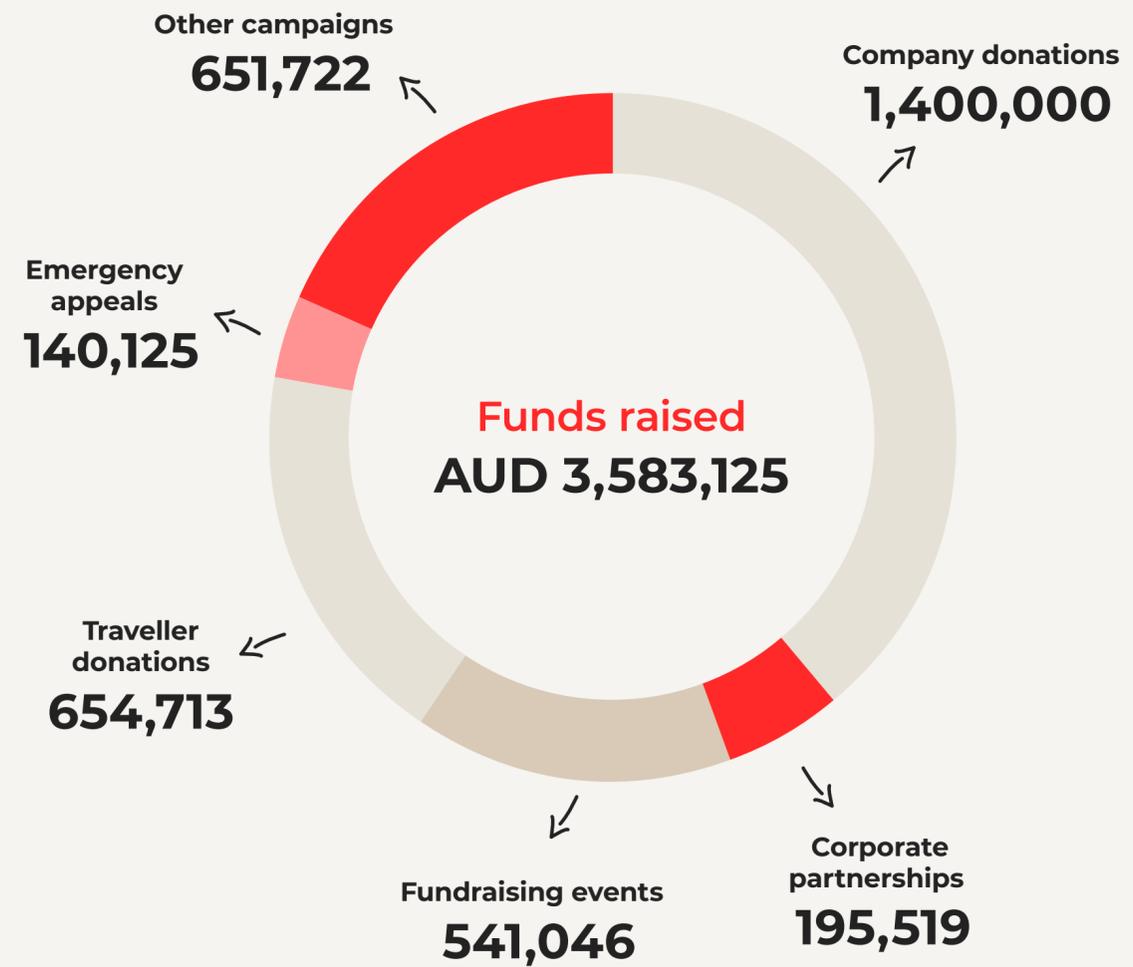
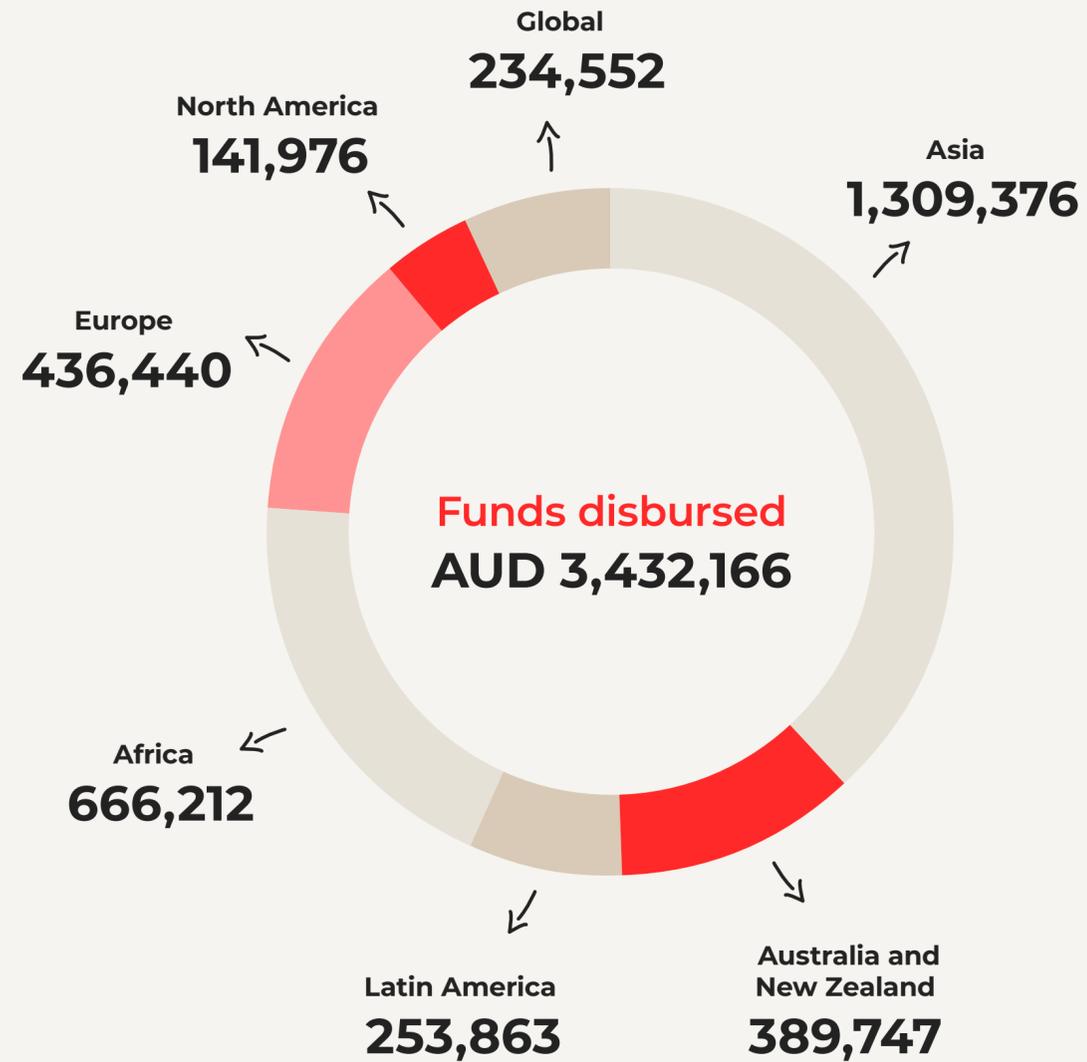


Eve Omala
Independent Non-Executive Director
Member since 2024

Eve has 12+ years of experience in the nonprofit and philanthropic sectors. Throughout her career, Eve has helped funders localise their grant-making efforts and says she's excited to contribute to The Intrepid Foundation's mission. At the top of her travel list are Intrepid's Spain, Peru and Belize adventures.



Financials



See our summarised financial statements in [Intrepid's 2025 Integrated Annual Report](#).

Thank you

With your support, The Intrepid Foundation has distributed AUD 20 million dollars to more than 160 communities worldwide since 2002.

theintrepidfoundation.org

