



InterContinental Fiji Golf Resort & Spa

Journey To Tomorrow

Summary of Q4 2025 Activities
InterContinental Fiji Golf Resort & Spa

A Message From Our General Manager



About this Quarterly Journey to Tomorrow report

At InterContinental Fiji Golf Resort & Spa, our colleagues do great work to protect our environment and improve our community every day. Feedback from our guests is that they want to know more about these initiatives, therefore our Sustainability Committee will prepare a quarterly report that lists all the activities and initiatives that take place.

This report features information and data from our social and sustainability activities, which are led by our dedicated Sustainability Committee and Diversity, Equity & Inclusivity (DE&I) Committee unless otherwise specified. All financial figures are presented in F.J. dollars. Please note that the information provided in this report is not a guarantee or promise of future results, business activities, or performance.

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As we close Quarter 4, 2025, I am proud to highlight the impactful initiatives across our FNPf-owned IHG properties in Fiji: InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, Holiday Inn Suva, and Natadola Bay Championship Golf Course. This quarter further strengthened our commitment to the IHG Journey to Tomorrow framework, encompassing people, planet, and communities, while driving guest engagement and brand visibility.

Our Litter for Latte program continued to inspire colleagues and guests to take action in coastal and marine conservation. During Quarter 4, 160 kg of waste was collected through beach and underwater clean-ups at Natadola Bay, demonstrating both environmental impact and strong portfolio-wide participation. These initiatives not only support sustainability but also enhance the guest experience by reinforcing Natadola Bay as a responsible, vibrant destination.

During Pinktober, the hotels partnered with the Fiji Cancer Society, raising over FJ\$20,000 through coffee sales, a 5km Pink Walk, and donations from F&B and spa. Movember initiatives in November engaged colleagues and guests to raise FJ\$15,000 for Lifeline Fiji, promoting men's health and mental well-being. In addition, InterContinental Fiji Grand Pacific Hotel and Holiday Inn Suva supported a healthcare initiative at the Children's Hospital in Suva through the donation of a Biolight E65 ECG machine and the delivery of ECG training for nursing staff, strengthening paediatric diagnostic capability. Across both campaigns, internal engagement and guest participation strengthened brand loyalty and reinforced our reputation as a socially responsible hospitality portfolio.

InterContinental Fiji Golf Resort & Spa participated in the Fiji Chefs Competition 2025, achieving multiple Silver Medals across culinary and pastry categories. These results showcase our team's professional excellence and creativity, enhancing the hotel's profile in Fiji's competitive culinary scene and supporting recruitment, retention, and guest confidence in our food and beverage offerings.

Our farm continued seasonal operations with seed harvesting, ensuring continuity for farm-to-table culinary offerings. These sustainable practices support operational efficiency, enhance F&B quality, and offer storytelling opportunities for marketing campaigns focused on local and sustainable sourcing.

Portfolio-wide Cup of Kindness coffee sales raised FJ\$36,500 this quarter, supporting the Fiji Cancer Society, Lifeline Fiji, SPCA Fiji, The Horse Sanctuary, and Inspire Pacific. Additional charitable initiatives included support for the Fiji Red Cross Ball, Style Fiji Charity Fashion Show, Tour de Cure Australia, and InterContinental Miami Make-A-Wish Ball. These activities foster community goodwill and position our hotels as leaders in purposeful, values-driven hospitality.

Quarter four exemplifies how our teams translate social responsibility, sustainability, and professional excellence into tangible business value. Through active guest engagement, strategic partnerships, and innovative initiatives, we continue to enhance brand visibility, drive loyalty, and strengthen our portfolio's reputation as a responsible and forward-thinking hospitality leader in Fiji.

Lachlan Walker

A handwritten signature in black ink, appearing to read 'Lachlan Walker'.

Regional General Manager - Fiji & Pacific

Litter for a Latte Beach Cleanups

OCTOBER - DECEMBER

Our Litter for Latte beach initiatives continued alongside dedicated underwater clean-ups at Natadola Bay, with colleagues and guests actively contributing, demonstrating collective commitment to protecting Fiji's natural environment.

During Quarter 4, a total of 160 kilograms of waste was collected, including 139 kilograms from beach clean-ups and 21 kilograms from underwater clean-up activities. Throughout 2025, 777 kilograms of waste were removed from Natadola Bay, demonstrating measurable progress in minimising environmental impact and contributing to the health and sustainability of local shoreline and marine ecosystems.

These activities highlight the Resort's ongoing focus on sustainable travel and reflect the IHG Journey to Tomorrow principles, ensuring Natadola Bay remains a vibrant destination for locals, visitors, and future generations.



Pinktober 2025

Throughout October, InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, and Holiday Inn Suva marked Pinktober, raising awareness and funds in support of breast cancer advocacy and patient care. On 1 October, colleagues across all three hotels wore pink to show solidarity for Breast Cancer Awareness Month, and the properties were illuminated in pink, creating a striking visual reminder of the campaign's purpose.

In partnership with the [Fiji Cancer Society](#), the hotels hosted initiatives including coffee sales, a 5km Pink Walk at Albert Park in Suva, and donations from food, beverage, and spa, engaging colleagues, guests, and the wider community.

The combined efforts raised over FJ\$20,000, which was donated to support early detection programs, patient assistance, and community education. A highlight of the campaign was the pink lighting of the iconic Grand Pacific Hotel Suva, reinforcing the hotel's role in promoting health awareness and supporting the communities they serve.

Alongside fundraising, all three hotels promoted health and well-being among their teams through on-site medical checks for both women and men, supported by comprehensive medical coverage. These efforts reflect a broader commitment to turning awareness into action, fostering stronger community connections, and using the hotel portfolio as a platform for meaningful social impact.



November 2025

During November 2025, InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel, and Holiday Inn Suva collectively raised FJ\$15,000 in support of Lifeline Fiji, an organisation focused on suicide prevention and mental health advocacy. The campaign engaged colleagues and guests across the hotels through a series of initiatives aimed at raising awareness of men's health and wellbeing.

Internal engagement included the “Fake Moustaches” and the “Reverse Movember Beard-to-Moustache Challenge,” which encouraged colleagues to participate and start conversations around mental health, reducing stigma and promoting open dialogue. Guest-facing initiatives, including themed cocktails, dessert and spa sales, and ‘Cup of Kindness’ coffee promotions, enabled guests to actively contribute to the campaign.

The partnership with [Lifeline Fiji](#) reinforced the campaign's educational component, providing colleagues and guests with access to credible information, counselling services, and community-based resilience programs. These activities aligned with IHG Hotels & Resorts' wellbeing framework, supporting psychological safety, emotional resilience, and creating a workplace culture where colleagues felt supported and empowered.

The funds raised were directed to Lifeline Fiji's crisis response, counselling, and community outreach programs. The campaign demonstrated strong portfolio-wide participation, translating awareness into measurable impact, and reflected IHG's ongoing commitment to community engagement, social responsibility, and sustainable wellbeing initiatives across Fiji.

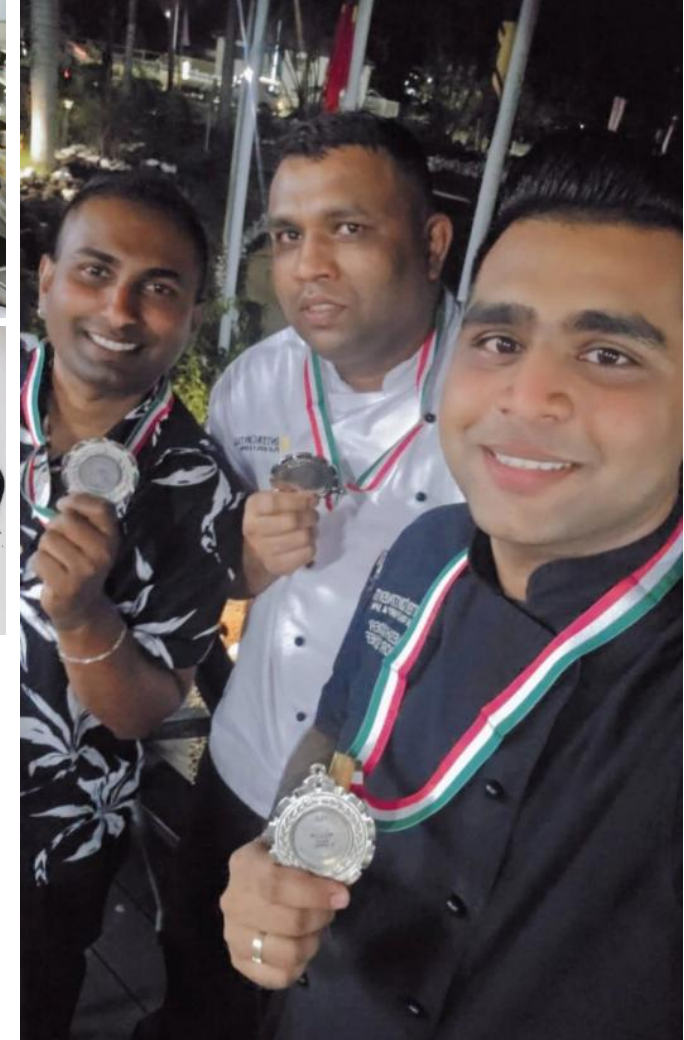


Culinary Excellence and Talent Development

In November 2025, InterContinental Fiji Golf Resort & Spa participated in the Fiji Chefs Competition 2025 that was held at Fiji National University, providing an opportunity to showcase the resort's culinary capability and professional talent within Fiji's hospitality industry. Participation in industry-led competitions supports IHG's Journey to Tomorrow commitment by fostering skills development, knowledge sharing, and long-term capability building within local communities.

The resort achieved strong results across multiple categories, with Chef Anesh Anushal awarded a Silver Medal in the Fiji Chef of the Year 2025 category, Chef Avinesh receiving Silver in the Fiji Pastry Chef of the Year 2025 category, and Chef Shyneel securing Silver in the Live Seafood Cooking category. These achievements reflected our culinary team's professional standards, creativity, and consistency.

Engagement in the competition reinforced InterContinental Fiji's ongoing focus on professional development, continuous learning, and culinary excellence. By investing in professional growth opportunities and supporting industry platforms, the resort continues to align its people development efforts with IHG's broader sustainability framework, contributing to a resilient workforce and a positive, lasting impact within the hospitality sector.



Commitment to Sustainable Sourcing - Resort Farm

OCTOBER - DECEMBER

InterContinental Fiji Golf Resort & Spa's resort farm continued seasonal operations with a focus on harvesting produce for seed extraction, in preparation for the development of a new farm design, which remains underway. This approach supported future planting cycles while maintaining the resort's commitment to sustainable sourcing and self-sufficiency.

Quarter 4 Seed Harvest Overview:

- Passionfruit
- Sweet Basil
- Lemon Basil
- Okra
- Bongo Chillies

The seed harvesting undertaken during the quarter ensured continuity for crops for future cultivation and reinforced the resort's farm-to-table commitment. While no major updates occurred during this period, these activities continued to support environmental stewardship, responsible resource use, and long-term sustainability objectives aligned with the IHG Journey to Tomorrow framework.



Cup of Kindness Coffee Sales

OCTOBER - DECEMBER

During October, Cup of Kindness coffee sales were held every Friday across the three FNPF-owned IHG Fiji Hotels, with all proceeds donated to the Fiji Cancer Society. This portfolio-wide effort raised a total of FJ\$20,000, contributing to breast cancer awareness, early detection programmes, and patient support initiatives.

In November, the initiative continued every Friday, supporting [Lifeline Fiji](#), [SPCA Fiji](#), and [The Horse Sanctuary](#). A combined total of FJ\$8,000 was raised during the month, with FJ\$4,000 donated to Lifeline Fiji, FJ\$2,500 to SPCA Fiji, and FJ\$1,500 to The Horse Sanctuary, supporting mental health services and animal welfare initiatives. In December, FJ\$1,500 was donated to [Inspire Pacific](#) to support community wellbeing and mental health programs.

Collectively, Cup of Kindness coffee sales throughout 2025 totaled **FJ\$48,900**, reflecting the ongoing generosity of guests and colleagues across the portfolio. The initiative remains a cornerstone of the hotels' community engagement efforts, translating everyday guest experiences into sustained support for local organisations and reinforcing IHG Fiji Hotels' commitment to creating positive social impact.



Community Health Care Support

During a medical volunteering mission at Suva's Colonial War Memorial Hospital, a critical gap in paediatric diagnostic equipment was identified at the Children's Hospital. Consultant Gastroenterologist Dr Jan Kubovy, supported by Registered Nurse Nadia Williams, coordinated the donation of a Biolight E65 ECG machine to address this need.

InterContinental Fiji, Grand Pacific Hotel, and Holiday Inn Suva supported this initiative as part of their community engagement efforts, contributing to the procurement and delivery of the ECG machine to Fiji. To ensure effective and sustainable use of the equipment, ECG training workshops were conducted in August 2025 for 37 nurses at the Children's Hospital.

The ECG machine was formally handed over to the hospital and installed in the new adolescent ward, supporting improved diagnostic capability for paediatric and adolescent patients. This initiative reflects the hotels' commitment to meaningful community partnerships and long-term health outcomes through collaboration with medical professionals and local stakeholders.

The initiative aligns with the community's focus area in the Journey to Tomorrow framework by strengthening local healthcare capacity, supporting frontline health workers, and addressing an identified community health need through collaborative partnerships.



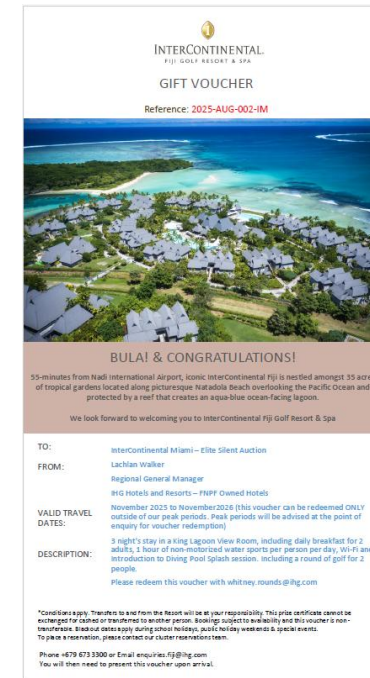
Charity & Community Support

InterContinental Fiji Golf Resort & Spa continued to build on its commitment to purposeful community engagement through targeted support of charitable organisations locally and internationally, reinforcing the resort’s role in contributing to initiatives that deliver meaningful social impact.

Internationally, the resort supported [Tour de Cure Australia](#) by donating a four-night accommodation voucher in a Beachfront King Room, inclusive of breakfast for two adults and two children, along with a round of golf for two. The contribution supported Tour de Cure’s fundraising efforts dedicated to cancer research, prevention, and patient support, while extending the resort’s reach within health-focused advocacy initiatives across the region.

Locally, InterContinental Fiji Golf Resort & Spa, together with Grand Pacific Hotel and Holiday Inn Suva, participated as the auction sponsor of the Fiji Red Cross Ball, held on Saturday 1 November at Crowne Plaza Fiji. The auction component of the event raised FJ\$42,875, supporting the [Fiji Red Cross](#) Society’s humanitarian and disaster response programmes. In addition, the three FNPF-Owned IHG Hotels & Resorts supported the Style Fiji Charity Fashion Show by donating three accommodation vouchers from InterContinental Fiji Golf Resort & Spa, Grand Pacific Hotel Suva, and Holiday Inn Suva, each offering a two-night stay. These contributions supported fundraising efforts focused on community development and social causes within Fiji.

Beyond the region, the resort also supported the [InterContinental Miami Make-A-Wish Ball](#) by donating a three-night stay in a King Lagoon View Room, including breakfast for two adults. The event aligned with the Make-A-Wish Foundation’s mission to create life-changing wishes for children with critical illnesses.





Thank You