



inchcape

APAC COOKBOOK

DISHES OF DIVERSITY



.....
Celebrating diversity, equity, and inclusion through food.

THE GLOBAL KITCHEN

**Inchcape's
inclusion and
diversity culture,
showcased
through winning
recipes.**

Welcome to the Dishes of Diversity: Inchcape APAC Cookbook, a celebration of the inclusion and diversity that are central to our identity. As a listed company, Inchcape is committed to investing in our people, building their capabilities, and nurturing a culture of inclusion and diversity. This cookbook reflects this commitment, showcasing the rich array of cultures, perspectives, and ideas that make Inchcape a successful and vibrant organisation.

At the heart of this dedication is our Accelerate+ strategy, which places a diverse workforce at the forefront of our recipe for success - alongside our expertise in digital technologies, data, and analytics.

This cookbook is more than just a collection of recipes; it's a testament to the global tapestry that defines Inchcape. Each dish featured here is a winner from Inchcape cookoff competitions held across APAC, highlighting the culinary talents and cultural richness of our employees. The recipes you will discover are as varied and colourful as the people who bring them to life, sincerely representing the unity and collaboration that underpin our success - demonstrating how diverse ingredients can come together to create something truly exceptional.

ENJOY THE
JOURNEY
AND THE
FLAVOURS
THAT AWAIT

CONTENTS

THE GLOBAL KITCHEN	1
A MESSAGE FROM RUSLAN KINEBAS, INCHCAPE APAC CEO	5
CHAPTER 1 PLANNING THE MENU: OUR VISION FOR COLLABORATION	8
Message from Colin Christie, Australasia Managing Director	9
Recipe: Classic Aussie BBQ	11
Recipe: Slow Roast New Zealand Lamb	13
CHAPTER 2 GATHERING THE INGREDIENTS: BRINGING DIVERSE TALENTS TOGETHER	16
Message from Ted Lau, Greater China Managing Director	17
Recipe: Summer Cordyceps Flower Chinese Soup	19
Recipe: 'Soulgood' Poon Choi	21
CHAPTER 3 PREPARING THE KITCHEN: CREATING AN ENVIRONMENT WHERE I&D THRIVES	26
Message from Khoo Shao Tze, Indonesia Managing Director	27
Recipe: Ikan Mas Arsik	29
Recipe: Sate Lilit Ayam Bali	31

CONTENTS

CHAPTER 4 | COOKING THE MEAL: STIRRING UP INNOVATION AND INCLUSION **35**

**Message from Khee Siong Ng,
Singapore Managing Director** **36**

Recipe: Grandma's Legacy: Wenzhou Glutinous Rice **38**

Recipe: Dry Laksa **41**

CHAPTER 5 | SETTING THE TABLE: CREATING A PLACE FOR SHARED ACCOMPLISHMENTS **45**

**Message from Alex Hammett,
South Asia and Pacific Managing Director** **46**

Recipe from Brunei: Mee Rebus **48**

Recipe from Brunei: Satay

Recipe from Thailand: Som Tum **53**

Recipe from Thailand: Pad Krapow

Recipe from Guam and Saipan: Padu' Lалу' **58**

Recipe from Guam and Saipan: Apigigi

Recipe from the Philippines: Baduyang Okoy **63**

Recipe from the Philippines: La Paz Batchoy

Special Contributions from Inchcape Digital, Philippines **68**

Recipe: Adobo **69**

Recipe: Pinakbet

**A MESSAGE FROM WENDY FOONG,
INCHCAPE APAC REGIONAL PEOPLE DIRECTOR** **73**

EPILOGUE | THE GLOBAL FEAST: A TASTE OF TOGETHERNESS **77**

Our Recipe for Global Success: Inclusion and Diversity at Every Level

In your hands is our first Dishes of Diversity: Inchcape APAC Cookbook, a collection of delicious recipes shared by our employees, and a showcase of the rich tapestry of inclusion and diversity that forms the very essence of our organisation. I am reminded of the words of chef Anthony Bourdain, "Food is everything we are. It's an extension of nationalist feeling, ethnic feeling, your personal history, your province, your region, your tribe, your grandma. It's inseparable from those from the get-go."

At Inchcape, we believe that the success we enjoy across the globe is rooted in these same principles that make a magnificent dish – diverse ingredients, innovative recipes, and a harmonious blending of flavours. Our commitment to inclusion and diversity is highlighted in our Accelerate+ strategy, which places these key ingredients - a diverse workforce, innovation, and seamless collaboration - at the forefront of our brand and company culture.

The cultural diversity activities that inspired these remarkable recipes reflect our employees' profound understanding of local cultures and markets around the world. This deep local knowledge is invaluable, as it enriches our organisation and ensures that we genuinely represent the unique needs and tastes of our partner OEMs and customers. Our diverse workforce embodies this expertise every day, making Inchcape truly stand out in the Asia - Pacific region.

Across the following chapters, you will get a glimpse into how each of our regions contributes their unique 'flavours' into our global pot – enriching Inchcape with a myriad of perspectives, traditions, and talents. You will also hear the stories behind these recipes, learn about the cultural significance of these foods, and celebrate how these diverse flavours are also bringing new ideas and ways of thinking into every level of our organisation.

This cookbook is a celebration of the vibrant culture in our offices across the region, and a testament to how our inclusion and diversity strategies are translating into tangible business outcomes. As you explore these pages, I hope you are inspired by these wonderful recipes and powerful stories. As embodied in our Accelerate+ strategy, we truly believe that by investing in our people, we are investing in Transforming Tomorrow, Together with them, as One Inchcape, One APAC.



RUSLAN KINEBAS

CHIEF EXECUTIVE OFFICER, INCHCAPE ASIA-PACIFIC

AUSTRALASIA

PLANNING

THE MENU

Our vision for collaboration

Every delicious feast begins as a vision in a cook's imagination, leading to a carefully planned menu that suits the diverse tastes of all the guests at the table. This requires truly understanding their preferences, cultures, and backgrounds. In the same way, Inchcape's inclusion and diversity efforts begin with a shared vision of creating a workplace where everyone feels valued and respected. By thoughtfully planning how we bring together different perspectives and talents, we lay the foundation for a strong and cohesive team.

This is where the journey begins, as we move from vision to action, setting the stage for what comes next.

As we gather around the vibrant and hearty spread of our Australasia recipes—an Aussie BBQ and a slow-cooked lamb roast from New Zealand—we are reminded of the essence of what makes our region so unique. Just as a BBQ or a lamb roast brings people together to share not just food but stories and experiences, our commitment to inclusion and diversity (I&D) brings together a diverse array of talents and perspectives, creating a cohesive and dynamic team.

BBQs and lamb roasts are more than just meals, they are cultural rituals that embody our spirit of camaraderie and community. They represent the sense of belonging that is felt when friends and family come together, sharing laughs and traditions. This mirrors our approach to I&D within our business as we believe that fostering an inclusive culture means creating an environment where every individual feels valued and empowered to contribute and be their full selves. Just as each ingredient in these recipes plays a role in creating a delicious, well-rounded dish, every member of our team brings unique skills and viewpoints that enrich our collective success.

We are committed to creating a workplace where diverse knowledge, skills, and perspectives are not only welcomed but actively sought. We value the strength of the rich tapestry of our workforce by celebrating various cultural events that are significant to our people throughout the year.

THE HEART OF AUSTRALASIA

In addition, we support women in the automotive industry through strategic partnerships, including joining Women in Automotive industry bodies and supporting the MaD Garage Girls on Track internship, with our efforts aimed at increasing female awareness of and participation in the automotive industry. We also support our female colleagues with development activities such as the Women in Leadership and Aspire programs, and our hiring processes apply best practices that are up to date with global trends in inclusion.

Our Australian business has also achieved certification as a Family Inclusive Workplace, further demonstrating Inchcape's commitment to nurturing a culture where equality and inclusion are deeply embedded across all facets of our workforce, including those with parental or caregiving duties.

Our belief is simple: talent is equally distributed across society, and it is our responsibility to ensure we are building a team that truly represents the society we serve, while creating an inclusive workplace where the benefits of our diverse workforce can truly shine. Put simply, creating a culture of inclusion and diversity is embedded into our everyday practices. It is in our DNA. Everything we do is aimed at ensuring our colleagues can enjoy their career growth with us and feel a sense of belonging.

As you enjoy the recipes from our part of the world, I hope you see them as a reflection of our core values. They symbolise more than just food; they are a testament to our ongoing commitment to inclusivity and our dedication to creating a workplace where everyone has the same opportunity to thrive.



Enjoy!

COLIN CHRISTIE

MANAGING DIRECTOR, INCHCAPE AUSTRALASIA

CLASSIC AUSSIE BBQ

RECIPE BY:

The Australian Team

The quintessential Aussie barbecue, or 'Barbie' as the locals like to call it, embodies the community spirit at the heart of Australian culture. It's all about creating connections with friends and loved ones over delicious flavours and fantastic food. A BBQ is often an outdoor event, where Aussies get together to enjoy the fabulous food and beautiful summer weather, surrounded by friends and family.

INGREDIENTS

The classic Aussie Barbie is incredibly versatile, accommodating any number of guests. There's no one-size-fits-all approach, allowing you to customise your backyard Barbie with your favourite meats and veggies. Typical offerings at Australian BBQs include:

- Lamb chops
- Beef steak
- Sausages (beef, chicken, or pork)
- Prawns
- Chicken
- Capsicum
- Onion
- Corn cobs
- Your choice of vegetables

PREPARATION

Skewered meats and vegetables are popular, served alongside bread rolls and a variety of condiments such as tomato and BBQ sauce.

The Aussie BBQ also caters well to different dietary requirements and there are plenty of vegetarian and vegan choices available, including veggie burger patties and vegetable skewers.

Cooking instruction vary depending on the meats you choose, how you like your meats cooked (rare, medium, well-done) and the kind of BBQ you use. The only rule is everything is cooked on the BBQ grill, so before you get started switch the BBQ burner(s) on full and pre-heat the barbecue for 5 minutes with the lid down.

Make sure you have all your meats and veggies ready, with skewers pre-made and away you go!

HOT TIP

No Aussie BBQ is complete without a selection of chilled drinks and there's no better way to keep your drinks cold than the classic Aussie esky - a staple at every summer Barbie.

BBQ meat is often served with a selection of salads, so choose some of your favourites to add to your BBQ spread.



SLOW ROAST NEW ZEALAND LAMB

RECIPE BY:

The New Zealand Team

In New Zealand, cooking is akin to dancing with flavours—where the kitchen becomes a stage for creativity, and the dining area transforms into a place for connections. Cooking in New Zealand is all about fresh ingredients; the aroma of herbs from the garden, and the joy of crafting dishes that celebrate local produce.

Every recipe is a chance to tell a story and share the unique flavours of Aotearoa with friends and family. To New Zealanders, cooking is a way of life; a delicious journey that celebrates the rich culinary heritage of the nation.

INGREDIENTS

- 1 leg of lamb (bone in) or shoulder
- 1 tablespoon rosemary, chopped
- Zest of 1 lemon
- 1 tablespoon honey
- Salt and pepper to taste
- 2 tablespoons olive oil
- 1 cup wine (white or red)
- 1 cup beef or chicken stock
- Some rosemary and thyme

PREPARATION

1. Heat oven to 210 degrees Celsius.
2. Combine rosemary, lemon zest, honey, salt, pepper, and olive oil, then spread over the lamb leg.
3. Place in a roasting tin and brown in oven for 10-15 minutes.
4. Take out of oven and add the wine, stock, extra rosemary, and thyme if available.
5. Cover tightly and reduce oven temperature to 130-150 degrees Celsius for 5-6 hours.
6. Remove from oven and check the meat is tender enough to pry a bit off easily with a fork.
7. Rest lamb, spoon over pan juices generously and transfer to a serving platter covered with foil.
8. Strain pan juices and remove fat from pan juices (you can get jugs to separate). Then reduce by simmering in a saucepan to produce a jus.



HOT TIP

Serve with the jus and roasted vegetables, green vegetables, or a salad.

GREATER

CHINA

GATHERING INGREDIENTS

Bringing diverse talents together

With our vision in place, the next step is gathering the ingredients—carefully selecting each one to contribute to the overall dish. At Inchcape, this represents how we bring together diverse talents, ensuring that each person’s unique skills and perspectives enhance our collective success. Just as every ingredient plays a vital role in a recipe, each team member is essential to creating something remarkable.

By embracing diverse talents and perspectives, we create a workplace where collaboration thrives and everyone’s contributions are valued.

Our universal love for food has united teams from across the Inchcape Greater China region and inspired the creation of this cookbook. Asking colleagues to share their family recipes has been a creative way to showcase the inclusion and diversity that are at the heart of our APAC network.

Colleagues from Hong Kong and Macau contributed cherished Cantonese soup and poon Choi recipes, along with stories that bring these dishes to life. These recipes, often served during festive occasions and family reunions, symbolise good fortune and evoke happy memories for many - and like our diverse workforce, Cantonese soup and poon Choi combine a variety of ingredients to create iconic, beloved dishes that bring people together.

The act of sharing these recipes, alongside our cooking event, enabled colleagues to showcase their diverse talents, backgrounds, and culinary expertise. We also saw families from underserved communities invited to judge the best-tasting dishes, making the event a genuine reflection of our inclusive values.

These efforts highlight Greater China's rich culinary heritage and the vibrant flavours of Cantonese cuisine. More importantly, they underscore the power of bringing people together - whether through food or through the values we share as a company.

GREATER CHINA'S SECRET SAUCE:

Throughout my 30-year career at Inchcape, I have seen firsthand that unifying and inspiring teams is the 'secret sauce' to driving business growth. In a company as diverse as ours, it is crucial that we not only attract diverse talents, but also support their long-term career aspirations. I have personally benefitted from Inchcape's commitment to employee development, but while we have been a leader in this area, we must continue to evolve and not rest on our laurels.

Embracing cultural diversity is also essential for business success, particularly when working with OEM partners from diverse cultures and nationalities. By inviting different voices and perspectives to the table, we can create innovative solutions to complex problems, and seize new opportunities.

As the motoring sector rapidly transforms, we remain committed to providing great opportunities for everyone—from established employees to new graduates. This commitment to inclusiveness, innovation, and dynamism extends to our relationships with partners and suppliers as well.

People power and diverse talent have never been more important. I want to congratulate the people who organised this creative cookbook project, which has not only satisfied our appetite for delicious food, but also strengthened team building and inspired the next generation. Thank you to all participants and everyone involved in this wonderful initiative.



Enjoy!

TED LAU

MANAGING DIRECTOR, INCHCAPE GREATER CHINA

SUMMER CORDYCEPS FLOWER CHINESE SOUP

RECIPE BY:

Mary Leung

Car Financing & Insurance Department

Chinese soup holds a special place in the hearts of many Chinese families, and is often the centrepiece of family meals. For Mary and her family, this simple and heartwarming dish is a symbol of love and care—prepared by loving hands for their family to enjoy.

The Chinese believe that soup has healing properties, which is why Mary delights in preparing different types of Chinese soups for her loved ones—nourishing their body, mind, and soul.

INGREDIENTS

- 25 grams dried cordyceps flower
- 2 pieces corn on the cob
- 2 pieces carrot
- 35 grams red kidney beans
- 65 grams cashew nuts
- 2 pieces candied dates
- 1 teaspoon salt
- 5 slices ginger
- 1.5 litres water

PREPARATION

1. Wash and immerse overnight in water. Save for later use.
2. Wash the dried cordyceps flower and immerse in water for 10 minutes. Drain and save for later use.
3. Cut and roll the corn and carrots into circles.
4. Add 5 slices of ginger and 1.5 litres of cold water into the pot, then add all ingredients: corn, carrot, cordyceps flower, red kidney beans, cashew nuts and candied dates.
5. Bring to a boil with high heat (over fire). Once boiled, use a lower heat to cook the soup for an hour.
6. Add salt if necessary.



“SOULGOOD” POON CHOI

RECIPE BY:

Tinky Kam

Facility Management Department

Poon choi is a traditional dish from the walled villages of the Guangdong region, and is often served during various celebrations, rituals, weddings, and festivals. For Tinky, poon choi represents joy and togetherness as it is a single dish that caters to the diverse tastes and dietary needs of all family members—with delicate flavours and diverse ingredients appealing to the younger generation, and a hearty nature that resonates with the elderly.

Her “Soulgood” poon choi is made with vegan-friendly ingredients that include konjac, soy, and mushrooms, and offers a ‘soulful’ taste that is both pleasing to the tastebuds and rich in nutrients.

INGREDIENTS

- 12 pieces shrimp
- 12 vegan scallops
- 12 vegan abalones
- 12 vegan sea cucumbers
- 12 pieces chicken wings
- 12 dried shiitake mushrooms
- 12 vegan meat balls
- 12 fish balls
- 2 pieces white radish
- 500g broccoli
- 500g baby chinese cabbage

Marinade for cooking shiitake mushrooms:

- 2 tablespoons vegan oyster sauce
- 2 tablespoons soy sauce
- Dark soy sauce
- Sesame oil
- 3 slices ginger
- 1 tablespoon corn starch
- 1-2 teaspoons sugar
- 2 tablespoons vegan chicken powder
- 2 tablespoons cooking oil
- Salt to taste

Marinade for cooking chicken wings:

- 300 millilitres soy sauce
- 100 millilitres dark soy sauce
- 3 slices ginger
- 100 grams rock sugar
- Spring onion (small)
- 200 millilitres water

Marinade for cooking white radish, broccoli, and cabbage:

- Mushroom powder
- Vegan chicken powder

Sauce for pouring over the dish:

- 2 tablespoons vegan oyster sauce
- 2 tablespoons soy sauce
- 1 tablespoons corn starch
- 1-2 teaspoons sugar
- 2 tablespoons vegan chicken powder
- 1 tablespoon cooking oil
- Salt to taste
- Water 200 millilitres (add more if appropriate)

PREPARATION

Shiitake mushrooms

1. Soak the dried shiitake mushrooms overnight, squeeze till dry and cut off the stems. Marinate the mushrooms with the marinade for at least 30 mins.
2. Put water (100ml) into a pan and cook the shiitake mushrooms together with the marinade, add a small amount of salt, and close the lid until the sauce soaks in.

Vegan seafood (scallops, abalone, and sea cucumbers)

1. Cook with the sauce with shiitake mushrooms for about 10 mins.

Chicken wings

1. Boil the chicken wings with ginger and green onions, then soak in an ice bath.
2. Put water, add soy sauce, dark soy sauce and rock sugar to cook the chicken wings for 5 mins, then turn off the heat and let it sit for 20-25 mins. Then take out from the pot and set aside.

Vegetables

1. Radish: wash, peel the skin off, cut into small triangle-shaped pieces.
2. Broccoli and cabbage: wash and soak in salt water for 10 minutes.
3. Boil all the vegetables in mushroom powder/ veggie chicken powder. Bring a small pot of water to a boil. Blanch the broccoli and carrots for 2-3 minutes and then rinse with ice-cold water. Boil the cabbage for about 10 minutes until it is soft. Set aside.

Shrimp

1. Put the shrimp in the boiling water and cook for about a minute or so or until they turn pink and are cooked through. Remove and set aside.

Vegan meat balls and fish balls

1. Steam for 10 minutes and set aside.

Sauce (for pouring over the dish)

1. Cook the sauce by bringing the broth to a boil. Lower the heat to let it simmer for about 3 minutes. Mix the corn starch with water and as you stir the broth, pour the cornstarch solution in and keep stirring until the sauce thickens. Keep it warm at the lowest heat.

How to layer poon choi

1. Place the ingredients into a large pot, layer by layer.
2. The vegetables form the bottom layer, followed by seafood and meat.
3. Pour the sauce over the ingredients.





INDONESIA

PREPARING THE KITCHEN

Creating an environment where I&D thrives

Before cooking begins, the kitchen must be prepped - ingredients organised, tools at the ready, and the space set for efficiency. At Inchcape, this preparation mirrors our commitment to building a workplace where inclusion and diversity are integral to our success. Just as a well-prepared kitchen ensures a smooth and successful cooking process, an environment that is organised and supportive allows every team member to thrive.

By setting up the right tools, fostering collaboration, and creating an inviting atmosphere, we ensure that our diverse team has the tools and support needed to innovate and grow. This is where our best work begins.

Leading the team in Indonesia means being fully dedicated to cultivating an environment where inclusivity and diversity thrive. These principles are not mere buzzwords, they are the bedrock upon which successful companies are built.

Indonesia has a rich and colourful history with many cultures spread across our vast archipelago. This diversity is reflected in our wide range of culinary masterpieces, each unique yet universally celebrated. Earlier this year, during a cooking event that celebrated our inclusion and diversity, I was deeply moved to see how our distinct talents and backgrounds came together to forge a culture of sharing, camaraderie, and innovation.

Two dishes stood out among our colleagues. The first, Ikan Mas Arsik, is an authentic spicy fish dish from the ethnic Toba Batak people, traditionally served to the most respected members of the community. The second, Satay Lilit, symbolises the Balinese spirit with its blend of mixed meats.

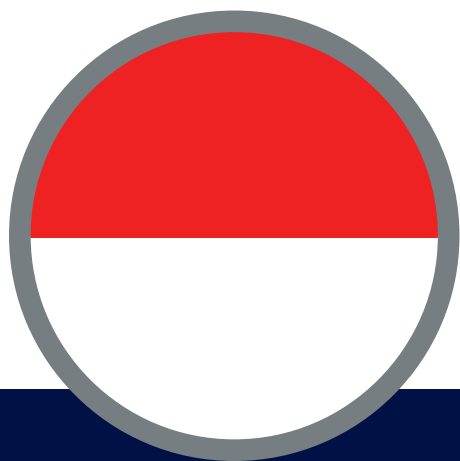
We have also embraced global events such as International Women's Day and the World Day for Cultural Diversity, where we emphasised that cultural diversity is the cornerstone of our success. I sincerely believe that when we embrace diverse cultures, we create a more inclusive, dynamic, and competitive organisation.

EMBRACING INCLUSION AND DIVERSITY: A BLUEPRINT FOR OUR SUCCESS

At Inchcape Indonesia, our strength lies in harnessing the power of varied perspectives, backgrounds, and experiences. Research shows that diverse companies enjoy higher innovation and greater success, and on this note, we are delighted to have implemented several talent and upskilling programmes for our employees. These include the Inclusive Leadership Programme, which equips our leadership team with the knowledge to foster inclusivity and diversity; the Manager Essentials Programme, designed to enhance the leadership capabilities of our mid-level managers; and a Retirement Planning Programme that helps colleagues to prepare for their retirement years with confidence.

Having a diverse and inclusive culture helps attract top talent. When potential employees see a diverse team, they envision a place where their unique contributions will be valued. Diverse teams lead to happier and healthier employees, which directly impacts productivity and retention rates. This, in turn, contributes to operational excellence.

Inclusion and diversity are not optional - they are integral to our success. Let us continue to champion these principles and weave them into the very fabric of our organisation. By doing so, we are building a stronger Inchcape, and a more equitable and harmonious world. Together, we can create a legacy that transcends borders and inspires generations.



Enjoy!

KHOO SHAO TZE

MANAGING DIRECTOR, INCHCAPE INDONESIA

IKAN MAS ARSIK

RECIPE BY:

Renatha Hutabarat, Sulistia Simbolon, Ayudia Permata Sari,
Stanley Johannes, Daniel Purba

GROBAK - Grombolan Batak

Ikan mas arsik is an authentic Batak dish and a source of pride for its people. At traditional Bataknese ceremonies, this dish takes center stage, serving as an honorary symbol for respected elders. When presenting ikan mas arsik, the Bataknese commonly share greetings and well wishes, accompanied by a cheer of "Horas horas horas!" for prosperity.

This dish transcends cultural boundaries to bring people closer together. It reminds us of how we are all humans, sharing the same universe.

INGREDIENTS

- 1 kilogram ikan mas/ mujair (grass carps/tilapia), cleaned thoroughly
- 1/2 kaffir lime/lemon, juiced
- 2 daun jeruk purut/kaffir lime leaves
- 3 cm galangal, bruised
- 4 lemongrass, bruised
- 3 bunga kecombrang/rias torch ginger flower, bruised
- 6 asam cikala/torch ginger fruit, smashed and dissolved with 1/2 cup water, strained
- 2 pieces of asam kandis (dried yellow mangosteen)
- 2 medium tomatoes, roughly chopped, salt to taste

Spices for the paste:

- 12 shallots
- 8 cloves of garlic
- 20 red chilli/cayenne peppers
- 6 cm ginger
- 4 cm galangal
- 3 lemongrass (use only the soft white part)
- 6 cm turmeric
- 1 tablespoon andaliman/Indonesian Szechuan peppercorn

PREPARATION

1. Put all the spices into a wok.
2. Rub and fill the fish cavity with half an amount of spice paste, put the fish on top of stacked spices.
3. Dissolve the remaining spice paste in 2 cups of water and pour over fish.
4. Bring it to boil, cover with the wok pan, then set the stove to the lowest flame as possible.
5. Cook until the sauce is reduced, for about 1 hour.
6. Do not flip the fish over.
7. Once it's cooked, remove from the heat and enjoy!

**HOT TIP**

Ikan mas arsik goes really nicely with a bowl of warm white rice.

SATE LILIT AYAM BALI

RECIPE BY:

Sidik Prihatna

Senior Specialist Change Management Engineer,
Engineering Process Department

Once reserved exclusively for religious ceremonies, sate lilit ayam Bali has gained popularity among the Balinese people, and is now widely enjoyed across the Indonesian island of Bali.

Sidek loves this recipe for its unique combination of chicken, coconut, and spices wrapped around lemongrass stalks. The dish embodies Sidek's appreciation for Bali's culinary heritage, showcasing how traditional flavors can bring joy and connection to everyone at the table. When grilled to perfection and accompanied by sambal matah, this dish delivers a flavourful punch!

INGREDIENTS

- 500 grams chicken fillet
- 100 grams grated young coconut
- 5 pieces of orange leaves, finely sliced
- Juice of 2 limes
- 20 grams javanese sugar, fine comb
- bamboo skewers/large lemongrass sticks

Fine seasoning:

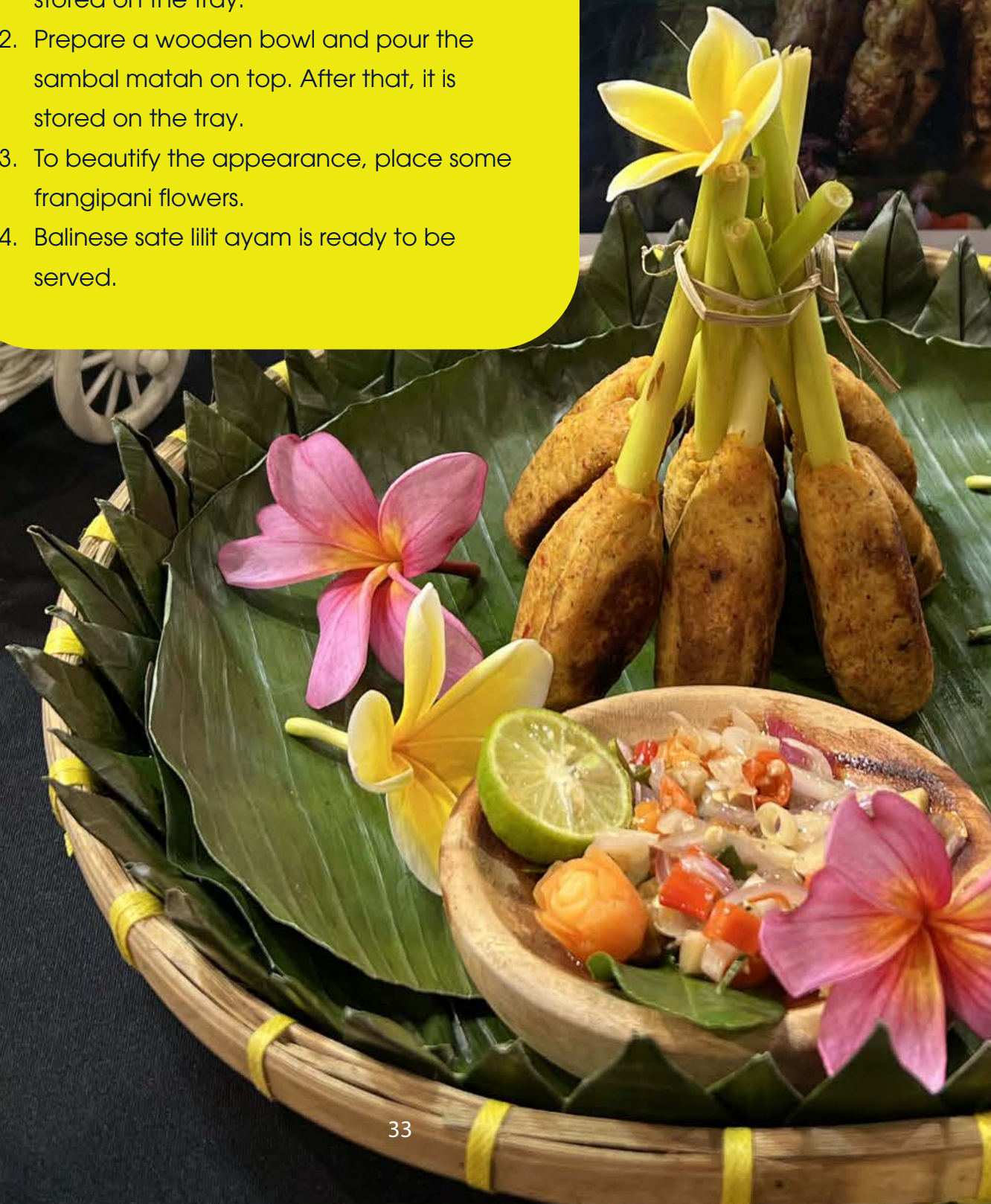
- 5 shallots
- 3 cloves of garlic
- 3 pieces of curly red chillies
- 3 pecans
- 1 cm kencur
- 1 cm ginger
- 1 cm galangal
- 1 cm turmeric
- 1 stem of lemongrass, take the white, finely sliced part
- 1 teaspoon coriander
- 1 teaspoon ground pepper
- 2 teaspoons salt

PREPARATION

1. Roast the shredded coconut until brownish.
2. Blend all spices by kneading.
3. Combine all the spices and chicken, then mash with a chopper mixer until completely combined.
4. Wrap the combined ingredients in the form of a satay on the lemongrass stalks that have been pounded at the ends.
5. Put the satay lilit on a grill that has been lubricated with coconut oil so that it does not stick when turned around, grill until brown and the meat is cooked.
6. To make sambal matah, prepare shallots, lemongrass, cayenne pepper, shrimp paste, lime leaves, all sliced and poured with hot coconut oil. After which, sugar and salt are added to taste.

HOT TIP**Presentation:**

1. Prepare a bamboo tray covered with banana leaves, 8-10 sate lilit ayam together, and then wrapped using pandan leaves or bamboo rope. After that, it is stored on the tray.
2. Prepare a wooden bowl and pour the sambal matah on top. After that, it is stored on the tray.
3. To beautify the appearance, place some frangipani flowers.
4. Balinese sate lilit ayam is ready to be served.



SINGAPORE

COOKING

THE MEAL

Stirring up innovation and inclusion

When the kitchen is ready, it's time to cook the meal—a process that mirrors how we blend diverse talents and perspectives at Inchcape. Just as a cook combines flavours to create a harmonious dish, we harness our team's diverse strengths to drive innovation. By stirring these unique contributions together, we create a culture where fresh ideas flourish, with inclusion driving our success.

This is how diversity transforms our teamwork into innovation and success!

I am thrilled to share the heartwarming experience of the Singapore Master Chef event. This event, as well as this cookbook where we are featured, are celebrations that transcend culinary boundaries and foster inclusion and diversity.

The event was more than just a delightful feast, it was a melting pot of flavours, traditions, and stories. Colleagues from diverse backgrounds—each with their unique culinary heritage—came together to create a vibrant tapestry of tastes. From fragrant curries and savoury spring rolls to the winning entries of dry laksa and glutinous rice, our event buzzed with excitement as colleagues shared family recipes and secret ingredients.

While the air was filled with the scent of spices, it was the laughter and camaraderie that truly seasoned the evening. As we discovered new flavours from each dish, we also discovered the richness of our colleagues' stories. That day, we built stronger bridges across diverse cultures, fostering a deeper understanding and empathy for who we are, and what we can become.

Inchcape has made many strides in espousing inclusion and diversity within the workplace. For us, diversity isn't about ticking boxes—it's about creating an environment where everyone feels valued and heard. Our differences are our greatest asset, sparking creativity and driving innovation.

Inchcape Singapore is a product of a foundational relationship with renowned car distributor, Borneo Motors. This partnership, one of Inchcape's oldest and most respected, spans nearly 60 years. Through this collaboration, we have blended key ingredients—our ideas and experiences—that continue to drive the business forward.

INGREDIENTS OF SUCCESS: CULINARY FUSION THAT CELEBRATES INCLUSION AND DIVERSITY

One of our goals is preparing our colleagues for the future, especially in the era of New Energy. This commitment has led to a collaboration with Singapore Polytechnic to co-develop an advanced electric vehicle (EV) training curriculum that is focused on design, assembly, system modelling, and simulation. This curriculum has trained many of Inchcape's mechanics and engineers, equipping our organisation for success in the evolving EV ecosystem.

This spirit of sharing is deeply ingrained in our culture. Beyond the Singapore Master Chef events, we have also held several workshops on inclusion and diversity, including Bring Your Kids To Work Day, an Earth Day event promoting environmental awareness, and celebrations for International Women's Day.

All these initiatives are part of our commitment to recognising the value of our differences, amplifying our strengths as an inclusive team, and creating a workplace where everyone's voice matters. Our company's growth isn't just financial—it's the sum of our diverse talents, simmering together like a well-seasoned laksa.

In conclusion, our company cooking event was a jumpstart—a flavourful beginning to a journey where inclusion and diversity are invaluable ingredients in our recipe for success. Let's continue to stir the pot, creating a workplace where every flavour adds to our collective brilliance.



Enjoy!

KHEE SIONG NG

MANAGING DIRECTOR, INCHCAPE SINGAPORE

GRANDMA'S LEGACY: WENZHOU GLUTINOUS RICE

RECIPE BY:

Rachel Cheng

Manager, Warranty Management & Digital Transformation, Aftersales

Sundays in Rachel's childhood were filled with laughter, conversation, and the comforting sounds of cooking. The family would gather at her grandmother's house, where the star of the day was always grandma's Wenzhou glutinous rice. Growing up in a minority dialect group in Singapore, Rachel's family had limited access to Wenzhou cuisine, making grandma's recipe a cherished link to their heritage.

Now, as a third-generation member of a Wenzhou family in Singapore, Rachel treasures the moments when her 'first uncle' replicates the dish on special occasions - each bite connecting her deeply to her cultural identity and family roots.

INGREDIENTS

- 100 grams chinese sausage, diced
- 500 grams seasoned pork belly
- 100 grams dried shiitake mushroom, soaked
- 50 grams dried shrimp, soaked
- 5 cups glutinous rice
- 2 cloves shallot, chopped

Seasoning for pork belly:

- 2 teaspoons soya sauce
- 2 teaspoons oyster sauce
- 1 teaspoon sesame oil
- 2 teaspoons chinese wine
- Pepper to taste

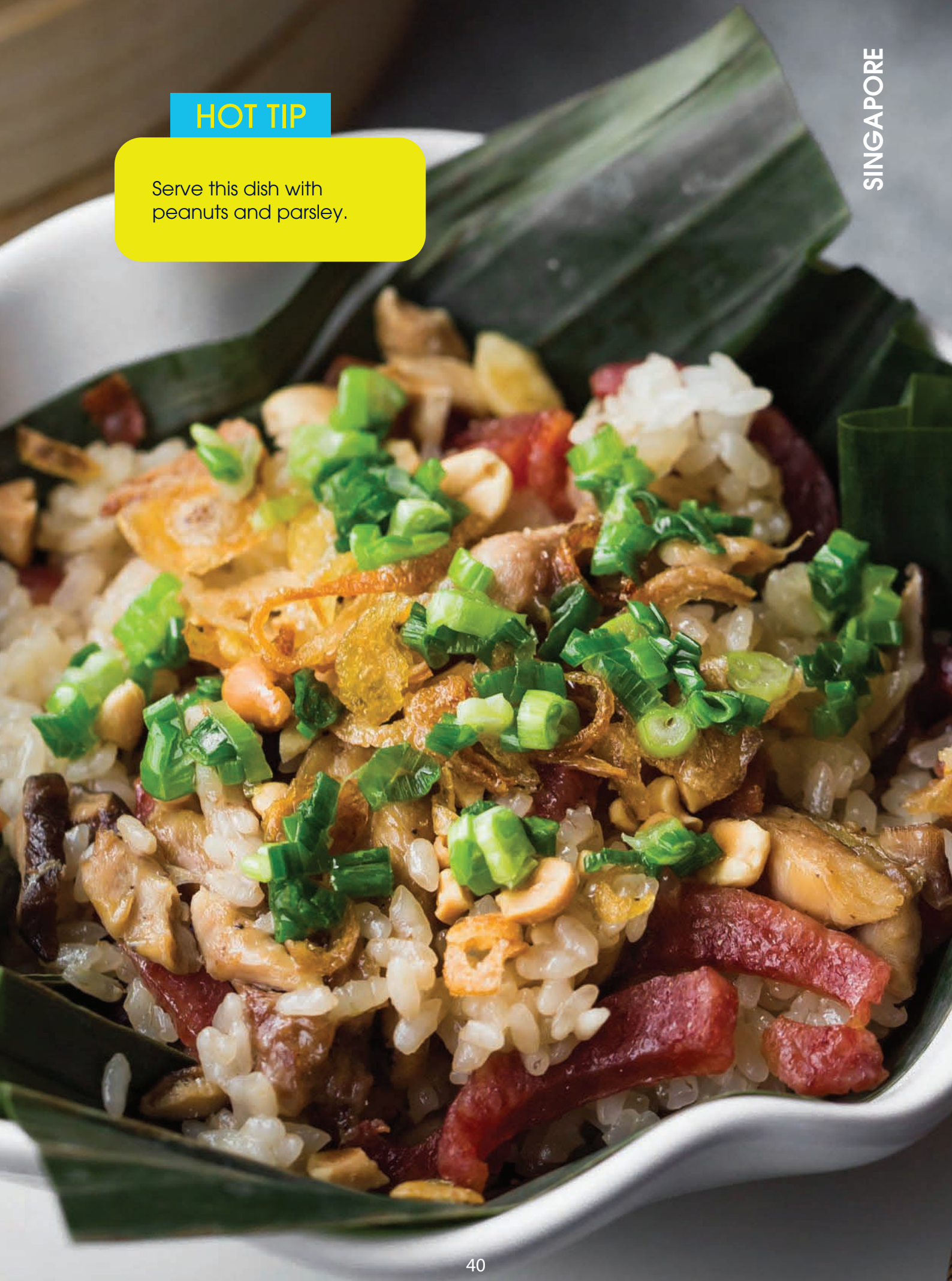
PREPARATION

1. Wash the rice.
2. Soak the rice for at least 5 hours.
3. After soaking, dry the rice in a colander.
4. Season the rice with some salt.
5. Steam the rice until desired softness is achieved (about 2 hours).
6. Wash the pork belly and cut into small pieces.
7. Season the pork belly and let it sit for 2 hours.
8. Heat up a wok and put in some oil.
9. Fry the soaked shrimps.
10. Fry the Chinese sausages.
11. Set aside.
12. In the same wok, heat up some oil.
13. Fry the shallot until fragrant.
14. Put in the shitake mushroom.
15. Fry the pork belly and let it simmer for around 15 mins.
Add more water if needed.
16. Put in the steamed glutinous rice.
17. Fry the rice together with the pork belly and mushroom.
18. Put in the fried shrimp and Chinese sausage.
19. Fry till the rice is fully covered with the pork belly sauce.

HOT TIP

Serve this dish with peanuts and parsley.

SINGAPORE



DRY LAKSA

RECIPE BY:

Adeline Lim

Assistant Manager, Distribution & Sales Admin

Laksa, a treasured dish from Peranakan culture, is a symbol of warmth and family for Adeline. Growing up, her Peranakan mother would often prepare laksa during family gatherings, infusing their home with the rich scent of chili, garlic, and lemongrass.

Now, Adeline continues this tradition with her own twist—dry laksa. While preserving the essence of her mother’s recipe, she simplifies the process using store-bought laksa paste. The dry version intensifies the spice blend, allowing it to fully absorb into the noodles. Though her version may differ from her mother’s, this recipe evokes the same comforting, aromatic essence that has always brought her family together.

INGREDIENTS

- 500 grams thick rice vermicelli noodles (can substitute with spaghetti)
- 200 grams bean sprouts
- 60 grams laksa paste
- 200 millilitres coconut milk
- 300 millilitres stock (chicken or prawn)
- 6 pieces tau pok (tofu puffs)
- 150 grams fish cake
- 300 – 500 grams prawns (set aside the prawn shells/head to make the prawn stock)
- 50 grams laksa leaves, remove stems and chop finely (reserve some for garnish)

- 1 stalk lemongrass, cut into 3 to 4 pieces and crushed
- 3-5 eggs, hardboiled

PREPARATION

1. Cut the tau pok (tofu puffs) into cubes and slice the fish cake into strips. Set aside.
2. Deseal and devein the prawns. Set aside the prawn shells to make the stock by boiling the shells in 600ml water. Boil for about 15 mins – the stock should reduce to about 300ml. Remove the shells from the stock and strain with a sieve. Set aside for use later.
3. Blanch the rice vermicelli in hot boiling water for 1-2 minutes. Drain and set aside.
4. Blanch the prawns, remove and cool in ice bath, then slice the prawns lengthwise into halves to be used as toppings/garnish.
5. Boil eggs for about 10 minutes till hard boiled. Once done, cool in ice bath, deseal and cut into wedges. Set aside for garnish.
6. Heat up 2 tablespoons of cooking oil and fry the laksa paste with the crushed lemongrass stalks till fragrant.
7. Add in the 300ml stock, stir to mix well and add the coconut milk. Bring the gravy to a boil.
8. Add in the tau pok cubes and sliced fish cakes. Simmer for 1 minute.
9. Add in the blanched rice vermicelli noodles and mix evenly. Cook till the gravy is absorbed by the noodles, but not too dry.
10. Add in the bean sprouts and mix well with the noodles for about 1-2 minutes. Taste and add some salt if necessary.
11. Add in the finely chopped laksa leaves and mix well. Turn off heat.
12. Dish out into serving portions and garnish with the sliced prawns, hard boiled eggs and sprinkle some finely chopped laksa leaves. Serve.



HOT TIP

You may use the “Prima Taste Laksa Paste” available at the supermarkets.

If traditional laksa noodles are unavailable, spaghetti works as a substitute.

SOUTH ASIA

& PACIFIC

SETTING THE TABLE

Creating a place for shared accomplishments

Once the meal is prepared, the next step is setting the table - an essential step that ensures everyone has a place and feels welcomed. At Inchcape, this represents our commitment to creating an environment where every team member has a seat at the table. Just as a well-set table invites everyone to come together and enjoy the meal, our approach to I&D ensures that all voices are heard and valued.

By making room for every perspective, we foster a culture of shared success, where collaboration leads to collective achievement.

There are a thousand ways of defining who we are, but the one phrase that best describes Inchcape South Asia & Pacific is that we are a true melting pot of cultures and capabilities.

South Asia & Pacific is a young cluster formed within the past two years to capitalise on the growth potential of the region. Our colleagues hail from diverse growth markets: Brunei, the Philippines, Thailand, Guam, Saipan, and the broader Micronesian region. Like assembling ingredients for a delectable dish, we combine these cultural flavours to create something unique and powerful.

In Brunei, we see the strong Malay influence and embracement of diversity from Malay, Chinese, Indian, and indigenous communities. In the Philippines, there is a rich fusion of Spanish heritage and a vibrant mix of Southeast Asian cultures. Meanwhile, Thailand is a tapestry woven from local customs, Buddhist traditions, and regional practices. Guam and Saipan are Pacific islands shaped by indigenous pre-Hispanic forms, as well as American, Spanish, Filipino, Indonesian, and Mexican traditions.

In this cultural melting pot, we work together harmoniously, like preparing for a grand feast—planning the menu, gathering ingredients, setting the table, and ensuring everyone shares the tasks and feast. Just like our One Inchcape values and behaviours, we deliver great experiences through fresh thinking and working better together.

Our colleagues matter and we endeavour to make Inchcape a great workplace—one where everyone feels welcomed, empowered to be their best self, and can grow with us. This commitment is reflected in the accolades we've received, including the globally renowned Great Place To Work® certification, and demonstrates our winning culture and the strong sense of pride and belonging among our colleagues.

FOSTERING TALENT THROUGH INCLUSION AND DIVERSITY: A CULTURAL PERSPECTIVE

We've accomplished this by building a talent strategy that optimises the unique blend of experiences, skillsets, and capabilities of our colleagues, aligning with our growth agenda and focus on inclusion and diversity. Developing our colleagues' skills is about nurturing them in an environment where they can thrive—feeling valued, respected, and empowered to contribute. This is particularly important in culturally diverse regions, where aligning these elements with local nuances fosters innovation, engagement, and long-term growth.

Our people programmes are geared towards skillset development, cross-market learning, and collaboration. We've also implemented a mentoring programme, an active assignment and mobility programme, and are piloting a training academy in the Philippines to develop a world-class aftersales workforce. Throughout the year, we've engaged in cultural celebrations, awareness programmes, and a cooking challenge across our markets that contributed to this cookbook.

Like a buffet spread, there's something for everyone here.

Please enjoy the sumptuous recipes from South Asia & Pacific. As you savour our diverse creations, remember that the most memorable meals arise from unity in diversity.



Enjoy!

ALEX HAMMETT

MANAGING DIRECTOR, SOUTH ASIA & PACIFIC, INCHCAPE APAC

MEE REBUS

RECIPE BY:

Norhakimah binti Haji Murah (Kim)

Senior Customer Relations Officer
Customer Relations Department

Mee Rebus holds a special place in the hearts of many, especially amongst the Malay community. When cooked just right, it evokes the comforting taste of grandma's kitchen, bringing back warm childhood memories. To Kim, mee rebus is more than a dish - it's a cherished family tradition passed down from mother to daughter, and a must-have at celebrations and festive occasions!

In sharing her recipe, Kim hopes this dish will be enjoyed by colleagues across the globe - filling gatherings with rich flavours and spicy memories.

INGREDIENTS

- 2 packets of yellow noodles
- 1/2 mug of oil
- 1 tablespoon blended chili
- 3 spoons of curry powder (beef curry)
- 3 sweet potatoes, boiled and blended
- Salt to taste
- Water

To blend and mix:

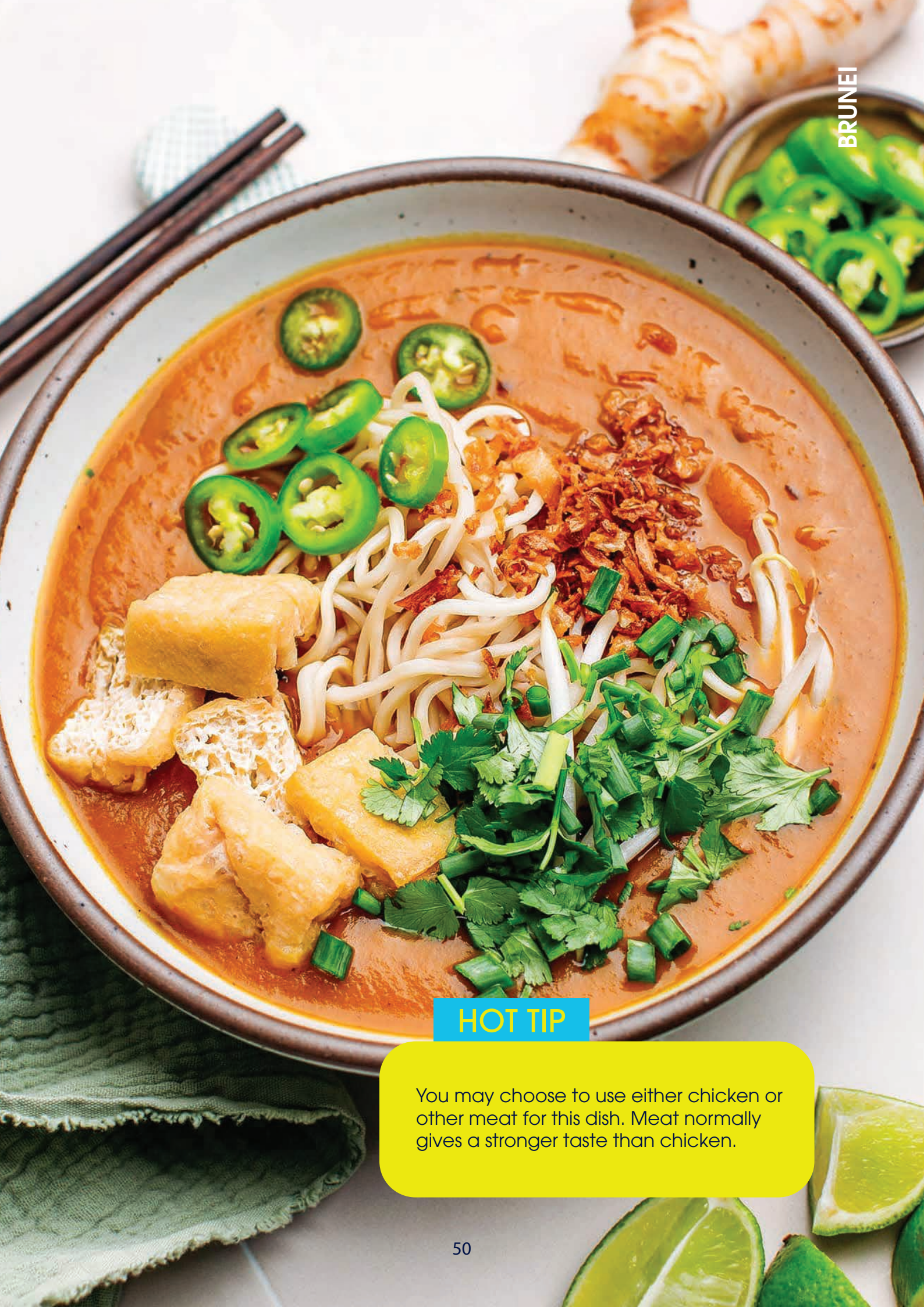
- 6 pieces of red onions
- 5 pieces garlic
- 2 lemongrass sticks, sliced into thin pieces
- 2 inches of ginger
- 2 inches of arc
- 2 tablespoons of dried shrimp

Distribution for condiments:

- Boiled meat, sliced thinly
- Boiled eggs, cut into half
- Bean sprouts
- Leeks, cut into thin slices
- Soup leaves, cut into thin slices
- Fried onions, cut into thin slices
- Red chilis, cut into thin slices
- Lime, cut into halves
- Fried tofu, cut into halves

PREPARATION

1. Set the noodles in boiling water and filter the water. Mix it with a bit of olive oil so the noodles won't stick too much when it's cool.
2. Boil the meat until it is soft. Separate the water and keep it. This will be used during the preparation of the broth.
3. Heat the oil and sauté the ground chilli with the meat curry spices until fragrant.
4. Add the finely ground material and stir until the oil breaks. You may add a little water if you are afraid of scorching.
5. Add the meat stew water, sweet potatoes and meat/chicken cubes. Cook until the broth boils. Stir slowly.
6. Season with salt and sugar to taste.
7. Put an amount of your choice of noodles into a bowl and garnish with sprinkle ingredients. Pour enough gravy to cover the noodles and it is ready to serve.



HOT TIP

You may choose to use either chicken or other meat for this dish. Meat normally gives a stronger taste than chicken.

SATAY

RECIPE BY:

Mumtadzah Judin (Tadza)

People Executive, People Team

In Brunei, satay is a popular dish that is served at every occasion, from national celebrations to birthdays, gatherings, and more. To Tadza, satay is particularly memorable as she remembers her village receiving lots of beef and chicken every Eid al-Adha, which her grandmother would turn into delicious satay.

The recipe she's sharing is a recipe that was passed down by her late grandmother, making it even more special. Her family loves their satay with cucumber, chopped onions and chopped chilli in their sauce - although Tadza recommends eating it the way you like it, even if it is simply with peanut sauce!

INGREDIENTS

- 2 tablespoons creamy peanut butter
- 1/2 cup soy sauce
- 1/2 cup lime or lemon juice
- 1 tablespoon brown sugar
- 2 tablespoons curry powder
- 2 cloves garlic, chopped
- 1 teaspoon hot pepper sauce
- 6 boneless chicken breast, halved or cubed
- Wooden skewers, soaked in water for 15 minutes

PREPARATION

1. To make the marinade: Combine peanut butter, soy sauce, lime juice, brown sugar, curry powder, garlic, and hot pepper sauce in a mixing bowl. Add the cubed chicken breast meat and toss to coat. Cover the bowl and refrigerate for 2 to 4 hours.
2. Preheat an outdoor grill to high heat; lightly oil the grate.
3. Remove chicken from marinade and shake off excess marinade. Thread marinated chicken onto skewers; discard remaining marinade.
4. Cook the skewered chicken on the preheated grill until the chicken is cooked through (no longer pink inside). It will take about 5 minutes per side on the grill.

HOT TIP

Our family loves satay with cucumber, chopped onions, and chopped chilis in our gravy. Some people may take their satay with just the peanut sauce.

You may switch the meat to any other, such as beef or lamb.



SOM TUM

(Spicy Papaya Salad)

RECIPE BY:

Thailand Market - Welfare Committee

Som tum, or spicy papaya salad, is a dish that embodies the heart and soul of Thai cuisine. Originating from the Isaan region in northeastern Thailand, this salad has become a beloved staple across the country. What makes som tum truly special is its unique blend of sweet, sour, salty, and spicy flavours, creating a delicious and refreshing salad.

More so, som tum is an expression of Thailand's rich culinary traditional and cultural identity. This dish, with its bold mix of textures and diverse interplay of sweet, sour, salty, and spicy flavours is a perfect representation of the essence of Thai cuisine and its wonderful people.

INGREDIENTS

- 1 medium green papaya, peeled and shredded
- 1 cup tomatoes, halved
- 1 cup green beans, cut into 1-inch pieces
- 3 cloves garlic
- 2-4 fresh Thai chillies (adjust to taste)
- 2 tablespoons dried shrimp
- 2 tablespoons palm sugar
- 3 tablespoons fish sauce
- 3 tablespoons lime juice
- 1/4 cup roasted peanuts

PREPARATION

1. In a large mortar and pestle, pound the garlic and chillies into a coarse paste.
2. Add the green beans and tomatoes, and lightly pound to mix.
3. Season with palm sugar, fish sauce, and lime juice. Adjust the seasoning to taste.
4. Add the shredded papaya and gently pound to incorporate the flavours.
5. Add the crushed peanuts and mix everything together.
6. Serve immediately, garnished with additional peanuts and lime wedges if desired.

HOT TIP

Som tum Thai is the classic version, which is sweeter and less spicy, perfect for those new to the dish.

Som tum pairs wonderfully with sticky rice and grilled chicken (gai yang).

If green papaya is unavailable, green mango can be a suitable substitute.

For a vegetarian version, substitute fish sauce with soy sauce or vegetarian fish sauce.

PAD KRAPOW

RECIPE BY:

Thailand Market - Welfare Committee

Pad krapow, commonly known as stir-fried basil, is one of Thailand's most beloved and iconic dishes. Hailing from the vibrant street food culture of Thailand, it is a quick, flavourful stir-fried food that captures the essence of Thai cuisine.

This dish is a staple in Thai homes and restaurants. Its combination of fresh holy basil leaves, aromatic garlic, and spicy chillies offers a taste that is both comforting and invigorating, making it a favorite across Thailand and beyond. Recently, the dish was ranked third in a list of the 'Top 100 Dishes in the World' by TasteAtlas - a testament to its quality and popularity.

INGREDIENTS

- 500 grams chopped or sliced meat or seafood (or tofu for a vegetarian option)
- 2 cups Thai holy basil leaves (krapow), loosely packed
- 4-5 cloves garlic cloves, minced
- 3-5 Thai chillies, chopped (adjust to taste)
- 2 tablespoons oyster sauce
- 2 tablespoons soy sauce
- 1 tablespoon fish sauce (optional)
- 1 teaspoon sugar
- 2 tablespoons vegetable oil
- 1 egg per serving, fried (optional, for serving)
- Steamed rice

PREPARATION

1. Wash and pluck the holy basil leaves. Mince the garlic and chop the chillies.
2. Heat the oil in a wok or large skillet over medium-high heat. Add the garlic and chillies, and stir-fry until fragrant (about 30 seconds).
3. Add the meat (or tofu) and stir-fry until it's cooked through.
4. Add the oyster sauce, soy sauce, fish sauce (if using), and sugar. Stir well to combine and let the flavours meld for about 1-2 minutes.
5. Toss in the holy basil leaves and stir-fry just until they are wilted and fragrant.
6. Serve the pad krapow over steamed rice and top each serving with a fried egg if desired.

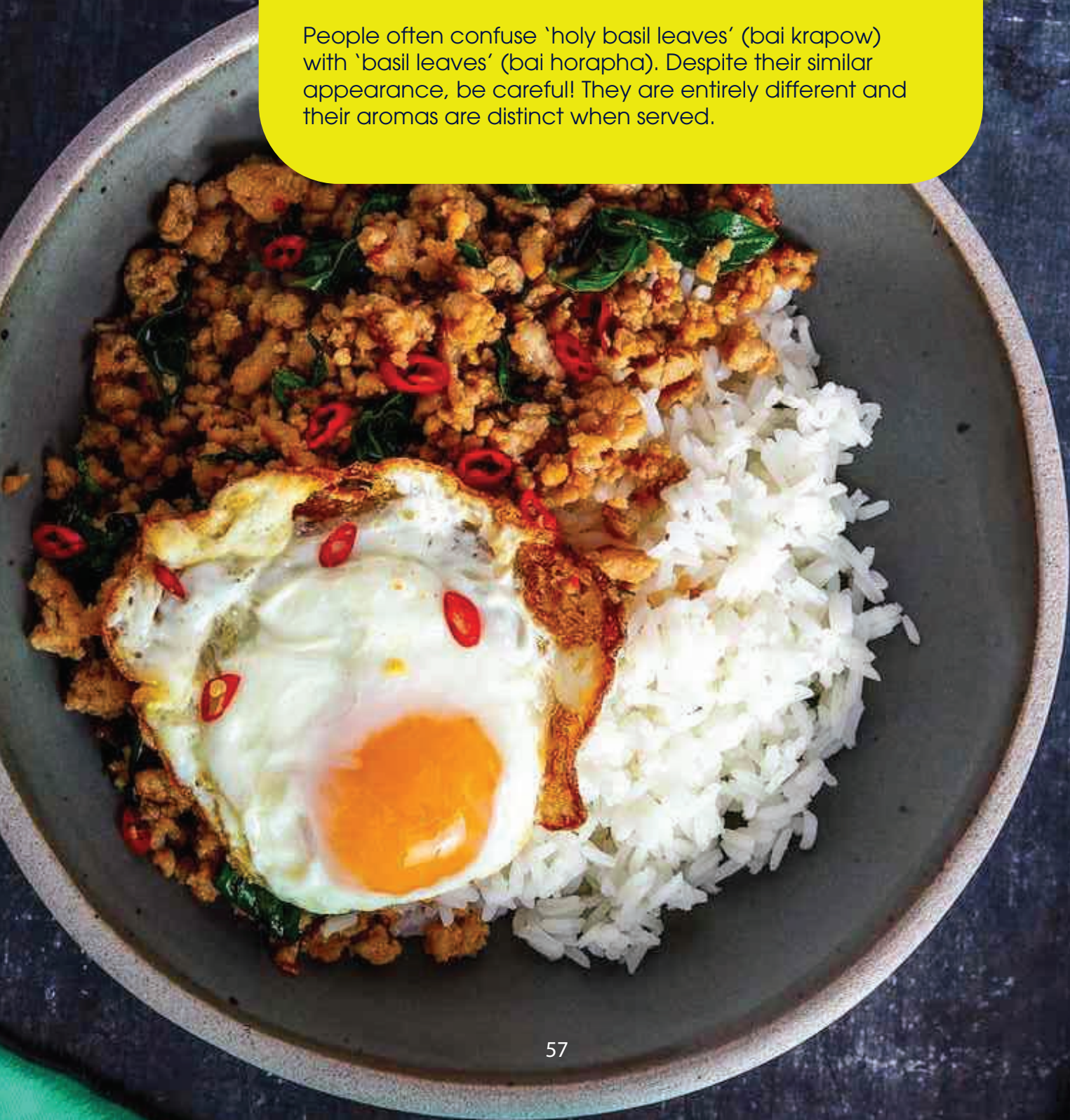
HOT TIP

Best if served on the side with steamed rice and topped with a crispy fried egg.

You can opt to use chopped or sliced meats (e.g. pork, chicken, seafood, tofu).

This dish cooks quickly, so have all your ingredients prepped and ready to go before you start cooking.

People often confuse 'holy basil leaves' (bai krapow) with 'basil leaves' (bai horapha). Despite their similar appearance, be careful! They are entirely different and their aromas are distinct when served.



PADU' LALU'

(Eggplant with Coconut Milk)

RECIPE BY:

Dora Borja

Housekeeping team

Padu' Lалу' (eggplant with coconut milk) is a cherished family tradition for Dora, who fondly remembers the dish being served at family gatherings and parties.

When Dora entered this dish at the Inchcape cookoffs, this beloved recipe became a symbol of unity and collaboration, with management and employees joining hands to celebrate the cultures and dishes. This dish won a well-deserved - and thoroughly enjoyed - first place!

INGREDIENTS

- 15 to 20 pieces of eggplants
- 2 packages of lemon powder
- 2 bundles of green onions (diced)
- 1 jar of grounded pepper (for colouring and spice)
- Salt to taste
- 4 to 5 cans of coconut milk
- Fresh pepper (for desired spice level)

PREPARATION

1. Prepare the eggplants for grilling by pricking them all over with a fork. This ensures they won't burst during the grilling process as the natural water inside heats up.
2. Grill the eggplants by turning them over frequently to ensure they are evenly cooked. Grill until the skin is dark brown or even black. When the eggplants are soft to touch, they are ready.
3. Soak the grilled eggplants in a bowl of water to cool them down. Peel the skin. Place the whole eggplants into a shallow dish.
4. In a small mixing bowl, mix the coconut milk, lemon powder, salt, and hot pepper. Mix the lemon powder and salt until they dissolve.



APIGIGI

RECIPE BY:

Derek Reyes

Technician, Service Department - Atkins Kroll, Saipan

Apigigi (pronounced ah-pi-gee-gee) is a favourite dessert among the Chamorro people, who appreciate its soft texture and crunchy coconut bits, blending into a taste that's incredibly satisfying.

For Derek, Apigigi holds cherished memories from his youth. This beloved dessert was once sold by his mother and grandmother in Saipan, before the recipe was passed on to him. Now, he is sharing this recipe with colleagues across Inchcape, and everyone across the world who would like a taste of Chamorro heritage.

INGREDIENTS

- 16 ounces of banana leaves, cut into 8 inches long and 5 inches wide.
- 2 cups of chopped/grated/slivered young coconut meat (known as manha). Approximately two 20oz cans with a little of the sweet juice from the young coconut.
- 16 ounces of grated cassava.
- 2 tablespoons of sugar.

PREPARATION

1. Clean the banana leaves with a sponge and water.
2. Wipe the leaves and let them air dry on a table or shelf.
3. Drain the juice from the young coconut, but save 1 cup's worth.
4. Finely slice or sliver the young coconut meat and put into a bowl.
5. Mix all ingredients thoroughly into the bowl to form a thick batter. If the cassava you use is a little watery, drain the excess water with a fine mesh cloth.
6. Pre-heat the griddle or BBQ grill to medium heat.
7. Apply 3 tablespoons of the mix onto the banana leaf in a rectangle, leaving an inch at the bottom edge of the leaf.
8. Fold or roll into a burrito-like form.
9. Place on griddle folded side down and wait until the insides puff up and banana leaf looks charred. This should take around 8 to 10 minutes each side.
10. Let it cool off for a few minutes, then open up the banana leaves and eat what's inside.

HOT TIP

Once cooked, this dessert can be frozen for a few months. To serve, microwave it for two minutes for a ready-to-eat dessert at your convenience!

BADUYANG OKOY

RECIPE BY:

Joanna Marie Piandong

Sales Consultant, Changan Auto

Joel Torres

Supervisor, Body & Paint

In the 'City of Golden Sunrise', Borongan, Philippines, baduyang okoy is a beloved dish that encapsulates the culinary ingenuity of the Bisaya/Waray people. To locals, this dish is a symbol of community and tradition. Its irresistible flavour and satisfying texture make it a favourite at gatherings, where it brings people together, celebrating the rich heritage and the joy of sharing food with loved ones.

The recipe is shared by Joanna and Joel, who wish to share a taste of Waray tradition with colleagues across Inchcape.

INGREDIENTS

- 250 grams dulong (small shrimps) or sisi (small oysters), sliced in half
- 2-3 onion leeks, cut into 1 or 1/2 inch pieces
- 1 medium-sized onion, minced
- 2 small-sized garlic cloves, minced
- 1/2 cup carrots, julienned or grated
- 1/2 teaspoon ground black pepper
- Salt to taste
- 3/4 cup all-purpose flour
- 3/4 cup cornstarch
- 1 1/2 cups water (adjust for desired batter consistency)
- Vegetable oil for frying
- Spiced vinegar for dipping sauce

PREPARATION

1. In a large mixing bowl, combine the dulong (or sisi), onion leeks, minced onion, minced garlic, and carrots.
2. Add the all-purpose flour and cornstarch to the mixture.
3. Gradually pour in the water while stirring until you achieve a smooth batter consistency.
4. Season the batter with ground black pepper and salt according to your taste preference.
5. Mix all the ingredients thoroughly until well combined.
6. Heat vegetable oil in a deep-frying pan or pot over medium-high heat.
7. Once the oil is hot, spoon a portion of the batter into the pan and flatten it slightly to ensure even cooking and crispiness.
8. Fry the okoy (battered fritters) until they turn golden brown and crispy on both sides, about 2-3 minutes per side.
9. Remove the okoy from the oil and drain excess oil on paper towels or a wire rack.
10. Serve the okoy hot with spiced vinegar for dipping.

HOT TIP

Baduyang okoy is best served piping hot, straight from the frying pan, making it an ideal appetiser or snack. Pairing perfectly with spiced vinegar for dipping, its crispy exterior and savoury interior create a delightful flavour and texture contrast. Whether enjoyed on its own or alongside other Filipino dishes, such as pancit or adobo, baduyang okoy adds a unique touch to any meal.



LA PAZ BATCHOY

RECIPE BY:

Rafael Alec Carpio

Sales Consultant, Mercedes-Benz BGC

At Incheape Philippines' Cultural Diversity Week Celebration, Rafael was inspired to showcase a culinary gem from Iloilo City, La Paz batchoy—the city's famous soup that boasts a flavourful blend of broth, noodles, and meat.

As Rafael prepared the dish for his colleagues, he realised a fundamental truth about this dish: the broth of the La Paz batchoy reflects the values most cherished in Filipino culture—patience, hard work, and resilience. The time and care required to prepare the broth to develop its full flavour serves as a reminder that true quality emerges from dedication, effort, and perseverance.

INGREDIENTS

- 750-1000 grams of pork shoulder, chopped
- 1-1.5 kilograms pork bones for stock
- 300-400 grams of pork liver
- 3-4 tablespoons of shrimp paste
- 8-10 cloves of garlic
- 2 large onions or 3 medium-sized onions
- 1 1/2 to 2 cups chicharon (pork rind), crushed
- 750-1000 grams miki noodles (round egg noodles)
- 2 tablespoons sugar
- 1 1/2 to 2 teaspoons salt, adjust to taste
- 1 teaspoon pepper, adjust to taste
- 4-5 stalks spring onions (for garnish)
- 1/2 cup garlic, toasted (for garnish)
- 6 eggs, boiled

PREPARATION

1. In a large cooking pot, bring water to a boil. Add pork bones and simmer for 1 hour to create a flavourful broth.
2. While the broth is simmering, in a separate pan, heat some cooking oil over medium heat. Sauté the finely chopped onions and minced garlic until golden brown.
3. Once the broth is ready, season it with salt, sugar, onion powder, ground black pepper, and shrimp paste, according to taste.
4. Add the sautéed onion and garlic mixture to the broth along with the chopped pork shoulder pieces. Continue to cook until the pork is tender. This will take approximately 20 minutes.
5. Add the pork liver to the broth and cook for an additional 6 to 10 minutes until the liver is cooked through.
6. Remove the cooked pork and liver from the broth and set aside.
7. Slice the pork into strips.
8. Cook the miki noodles in boiling water for about 5 minutes or until al dente. Drain and set aside.
9. To assemble the dish, arrange the cooked miki noodles in serving bowls.
10. Place the strips of pork and liver on top of the noodles.
11. Ladle the hot broth over the noodles and meat.
12. Garnish with chopped spring onions and toasted garlic.
13. Serve hot and enjoy!

HOT TIP

To jazz up your La Paz batchoy, serve it with calamansi, chili flakes and fish sauce on the side for extra flavour. Don't forget to pair it with the classic Filipino sides like pandesal or rice.



FROM CODE TO CUISINE:

Special Contributions from Inchcape Digital Delivery Centre (DDC), Philippines

We are delighted to have special participation from our partners at Inchcape Digital, Philippines. The team contributes to our digital success every day and now add to the flavour of this cookbook with two of their cherished recipes! Enjoy these culinary creations, specially brought to you by our friends at Inchcape DDC.

ADOBO

RECIPE BY:

Max Ortega

Senior Leader Capability Development,
Operations Inchcape Digital, Philippines

Adobo stands as a towering monument in Filipino cuisine, embodying the essence of the culture and community. Each household in the Philippines weaves its own unique tale through the preparation of this revered dish, and this is what makes each family's recipe unique.

For Max's family, their adobo recipe is more than set of instructions, it's a relic and testament to the triumphs and tribulations of generations past. Passed down from one generation to the next, this family recipe is a treasured heirloom, infused with the wisdom and love of the generation before—and now, gracefully shared with the Inchcape family.

INGREDIENTS

- 1/4 cup soy sauce
- 1/4 cup vinegar
- 1/4 cup water
- 6 cloves garlic, peeled and crushed
- 2 bay leaves
- 1/2 teaspoon black ground pepper
- 1/4 teaspoon sugar (optional)
- 1 kilogram chicken and/or pork, cut into bite-sized pieces
- 2 tablespoons cooking oil
- Optional: hard-boiled eggs, potatoes

PREPARATION

1. In a large bowl, combine soy sauce, vinegar, water, garlic, bay leaves, peppercorns, and sugar. Stir well to dissolve the sugar.
2. Add the chicken and/or pork pieces and toss to coat with the marinade. Cover and refrigerate for at least an hour or up to overnight.
3. In a large pot over medium-high heat, heat oil and brown the meat on all sides, reserving the marinade. You may need to do this in batches.
4. Pour the marinade over the meat and bring to a boil. Lower the heat, cover, and simmer for about 40 minutes or until the meat is tender.
5. If using eggs or potatoes add them in the last 10 minutes of cooking and simmer until heated through.
6. Adjust the seasoning with more soy sauce, vinegar, or sugar if needed. If vinegar is added, do not stir to allow the acid to evaporate.
7. Serve hot with steamed rice and enjoy!



PINAKBET

RECIPE BY:

Adrian Pascua

IT Operations Engineer, Inchcape Digital, Philippines (NCI Platform)

Pinakbet is a beloved vegetable stew that originated in the Ilocos region of the Philippines, the home province of Adrian and his family. He has fond memories of this dish, as his mother used to cook it for the family using vegetables from their yard. Some years later, Adrian would cook this dish for a special girl in his life—winning her heart and eventually making her his wife.

For Adrian, Pinakbet embodies the love that has shaped his life, connecting past and present in a deliciously meaningful way.

INGREDIENTS

- 10 pieces sitaw (string beans), cut to 2-inch lengths
- 3 pieces eggplant, cut into 4 pieces each
- 4 pieces ampalaya (bitter gourd), cut into pieces
- 2 pieces sweet potato, cut into pieces
- 5 pieces sigarilyas (winged beans), cut into pieces
- 4 pieces tomato, chopped
- 2 green chillies (optional)
- 5 cloves garlic, minced
- 1 medium size onion
- 1/2 pork belly (optional) you can also use grilled fish
- 3 tablespoons oil
- 5 tablespoons bagoong isda (fish paste)

PREPARATION

1. Stir the pork until it becomes light brown in colour
2. Sauté garlic and onion for 1 to 2 minutes, then add the bagoong isda
3. Add the tomato, pork, and a 1 1/2 cups of water. Cover and bring to boil for around 5 to 8 minutes.
4. Add the sweet potato, then cover for 3 minutes.
5. Add the ampalaya, then cover for 2 minutes.
6. Add the sitaw and sigarilyas, then cover for 2 minutes.
7. Add the eggplant and green chilli, then cover for 2 minutes.
8. Add more fish paste, according to your preferred taste.



Our I&D Journey Continues

As we approach the conclusion of this cookbook, our story of inclusion and diversity continues to unfold. May this be the first of many editions as we celebrate our unity through diversity, and the shared experiences that bring us closer together.

Through our Accelerate+ strategy, we have laid a solid foundation for excellence in distribution and vehicle lifecycle services, with inclusion and diversity at the heart of everything we do. This commitment is brought to life by embracing the diverse knowledge, skills, and perspectives that our employees bring to the table. We also empower our people to fully participate in the business, giving every individual a genuine sense of belonging and respect.

At Inchcape, we see one another as individuals with unique stories to tell, more so than employees with job roles. This was especially evident during the various food showdown activities conducted across our various APAC markets. At these events, Inchcapers shared their personal recipes, dishes, and stories—building bonds and creating memories that will last a lifetime.

As you savour the recipes and stories shared in this cookbook, I encourage you to continue fostering a spirit of inclusivity, equality, and collaboration in everything you do. Remember that food, much like our commitment to valuing each other as individuals, has a unique power to bring people together and forge a sense of community, a sense of belonging.

We are all Inchcapers.

**TRANSFORMING
TOMORROW
TOGETHER**

**Thank you for your dedication,
passion, and commitment to
making Inchcape a truly
remarkable place.**

**Let us continue **Transforming
Tomorrow Together**, with
inclusion and diversity as the
cornerstone of our success.**



WENDY FOONG

REGIONAL PEOPLE DIRECTOR, INCHCAPE ASIA-PACIFIC





THE GLOBAL FEAST

With the feast ready, we now celebrate the culmination of our journey so far - a vibrant organisation that's rich in diverse ideas, collaborative inclusion, and shared successes.

This cookbook is one of these successes, and a celebration of the rich diversity that defines our Inchcape family. Each recipe featured here is a reflection of the unique cultures, traditions, and stories of our employees from across the Asia Pacific region, coming together to create something truly special.

It is also a testament to the success of our strong inclusion and diversity programme, which empowers our people to bring their best selves to work - with the confidence that their unique backgrounds are respected, and their unique ideas are always appreciated. Importantly, our diverse talent pool gives Inchcape a deep understanding of local markets, providing the insights and knowledge that set us apart as the top distribution partner of choice in Asia Pacific. By knowing our markets and customers best, we forge stronger partnerships with our OEMs and deliver exceptional results.

We hope this collection of recipes brings warmth to your gatherings, diverse flavours to your palate, and reminds you of the richness found in diversity and togetherness.

A TASTE OF TOGETHERNESS

DISHES

OF

DIVERSITY

Winning dishes from across APAC

Scan the QR code to watch our 'Dishes of Diversity' video, featuring a delicious collection of our winning recipes!





TRANSFORMING TOMORROW TOGETHER

DISHES OF DIVERSITY