



Florence Hermawan

Associate

Background

Florence is an associate at ABNR whose practice centers on **general corporate**, **foreign direct investment (FDI)**, and **mergers & acquisitions (M&A)**, with a particular focus on the life sciences and fast-moving consumer goods (FMCG) sectors.

In **general corporate**, Florence has assisted with governance and internal corporate administration, ensuring compliance with Indonesian corporate formalities through drafting documentation for changes in management and share ownership, preparing essential corporate approvals, and reviewing and drafting commercial agreements for companies operating across industries ranging from defense technology and heavy equipment to manufacturing, apparel, pharmaceuticals, and cosmetics.

In **FDI**, Florence has supported multinational corporations and international investors in navigating Indonesia's foreign investment framework, including the assessment of investment structures, interpretation of sector-specific restrictions, and preparation of documentation for the establishment and operation of foreign investment companies. She has supported clients in planning their market entry strategies and in addressing regulatory considerations relevant to conducting business in Indonesia arising under Indonesia's risk-based licensing regime.

In **M&A**, Florence has been involved in a variety of cross-border due diligence and transaction projects with a primary scope on corporate and licensing assessments. This encompasses reviewing establishment documents, corporate governance records, commercial arrangements, and verifying business licenses and regulatory approvals to evaluate the compliance profile of target entities.

Alongside her corporate practice, Florence is also involved in **employment** matters, contributing to the drafting and review of company regulations, internal workplace policies, employment agreements, separation agreements, non-disclosure agreements, and other employment-related documents to ensure alignment with Indonesia's employment regulations.

Florence obtained her bachelor's degree in Business Law and was recognized as the best graduate with *summa cum laude* distinction from Pelita Harapan University in 2024.



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