



COUNSELLORS AT LAW



Ricky Raytona

Associate



Background

Ricky is an associate at ABNR whose practice centres on employment and industrial relations, competition law, and commercial dispute resolution. Since joining the firm in 2022, he has become a trusted advisor to leading multinational companies, particularly in the food and beverage, pharmaceutical, and digital technology sectors.

In **employment and industrial relations**, Ricky regularly advises several Fortune 500 companies—including global leaders in the pharmaceuticals and F&B industries—on sensitive employment issues, from designing termination strategies and severance schemes to handling employment disputes and mediations before Indonesian manpower authorities. His work also includes conducting internal investigations, employee interviews, and providing end-to-end legal support in the implementation of HR policies, benefits, and expatriate employment compliance.

In **competition law**, Ricky has supported cross-border merger filings for prominent clients, such as a Chinese EV battery conglomerate, a global HVACR manufacturer, and one of Indonesia's largest state-owned enterprises. His advisory work spans both structural and behavioural aspects of Indonesian antitrust law, including post-merger notifications, abuse of dominance, and cartel investigations. He has also represented multinational digital platforms in competition-related compliance reviews and litigation strategies before the Indonesian Competition Commission (KPPU).

Ricky's **dispute resolution** experience covers civil, commercial, and employment-related litigation. He has assisted in matters ranging from breach of contract claims and employment terminations to product liability. He has represented major clients—including top global security services providers and one of the world's largest tobacco companies—before the Indonesian courts from the district level to the Supreme Court.

A graduate of Universitas Gadjah Mada, Yogyakarta, Ricky earned his law degree cum laude with a concentration in business law. He was named "Outstanding Student of the Faculty of Law" and featured on the Dean's List in 2020. Before joining ABNR, he worked at a leading Indonesian law firm, where he was involved in competition law, employment advisory, and merger transactions.



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