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Ricky S. Nazir

Of Counsel

Background

Ricky, who was made partner in 1992, is a senior figure in the firm's **capital markets**, **labour & employment**, **mergers & acquisitions (M&A)**, and **foreign direct investment (FDI)** practices.

Over the course of her long career, she has amassed extensive industry-sector knowledge and expertise in such areas as manufacturing, consumer goods, financial services, e-commerce, education, general mining, pharmaceuticals & healthcare, real estate & construction, automotive, plantations & agriculture, and tourism & hospitality.

In **capital markets**, where she regularly handles both onshore and offshore debt and equity offerings, recent highlights of her work include advising Indonesian renewable energy company PT Kencana Energi Lestari Tbk on its IPO and listing on the Indonesia Stock Exchange on 2 September 2019, and advising Singapore-based Geo Energy Resources Ltd on the Indonesian law aspects of their issuance pursuant to Rule 144A/Regulation S of USD 300,000,000 of Senior Notes due 2022 that were listed on the Singapore Exchange.

In **labour & employment**, she advises multinational and domestic corporations across the entire spectrum of manpower and immigration law, including as regards employment contracts; the complex rules governing the employment of expatriates in Indonesia; the use of agency/contract labor; termination policies strategies and their execution; employee benefits and entitlements; and regulatory & compliance issues.

In **M&A**, she advises high-end domestic and multinational corporations on all aspects of their M&A transactions in Indonesia, as well as the Indonesian aspects of global M&A deals. Her work includes advising on compliance issues, due diligence, structuring, document preparation, and execution processes. She has assisted Wilmar Group with their acquisition of PT Lumbung Padi Indonesia; Creador Sdn Bhd with their acquisition of PT Simba Indosnack Makmur; PT Toba Bara Sejahtra Tbk with their acquisition of a plantation company; PT Indofood Sukses Makmur Tbk with their acquisition of the dairy business of PT Indolakto; and Kim Heng Marine & Oilfield Pte. Ltd. with their acquisition of PT Jason Marintama Servindo.

In **FDI**, she advises on all aspects of foreign investment law in Indonesia, including the Negative List (a comprehensive list of sectors that are fully open, partly open or fully closed to FDI), the legal requirements for the establishment of an FDI company, documentation, the use of the OSS (Online Single Submission System – Indonesia's new online system for corporate licensing and approvals), accessing special facilities and incentives, regulatory and compliance issues, and all aspects related to doing business as a foreign investor in Indonesia. Her FDI mandates include advising Kencana Group on a joint venture agreement with PT Indotrust; Walmart in relation to

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corporate matters and the licensing of its Indonesian representative office; Bazara Group on the establishment of PT Kenda Resources International; and American Air Filter Manufacturing Sdn Bhd on the establishment of PT AAF International Indonesia.

Ricky is a member of PERADI (Indonesian Advocates Association); AKHI (Association of Indonesian Legal Consultants); HKHPM (Indonesian Capital Market Legal Consultants) and IPBA (Inter-Pacific Bar Association), and is recognized as a "Highly Regarded" practitioner for M&A by *IFLR 1000*.

Professional Membership	PERADI (Indonesian Advocates Association) AKHI (Association of Indonesian Legal Consultants) HKHPM (Indonesian Capital Market Legal Consultants) IPBA (Inter-Pacific Bar Association)
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