

MARIO MAURICE SINJAL, SH

CURRICULUM VITAE

Employment History

2026 – present	Law Office Yang & Co.	Junior Partner
2023 – 2026	Roni Pandiangan & Partners	Senior Partner
2022 – 2023	Mario Sinjal & Partners	Partner / Founder
2020 – 2022	JIFO Law Firm	Senior Partner
2018 – 2020	Nurjadin Sumono Mulyadi & Partners (NSMP) Law Office	Partner
2013 – 2018	Nurjadin Sumono Mulyadi & Partners Law Office	Senior Associate
2011 – 2013	Apex Law Firm	Partner
2007 – 2011	Hanafiah Ponggawa & Partners, in affiliation with Meritas	Senior Associate
2005 – 2007	Cemby & Avriline Attorneys at Law	Associate
2004 – 2005	PT Siemens Indonesia	Industrial & Employee Relations Officer
1999 – 2004	Kemalsjah, Cemby & Avriline Attorneys at Law	Associate
1997 – 1999	Indonesia Intellectual Property Society	Executive Secretary

Transaction Experience

Transaction	Company
Labor Law and Immigration	Advised and assisted PT Bank Danamon Indonesia, Tbk. in negotiating the severance payment formula with the labor union as the employees' representative in connection with the merger of eight banks, and advised the Company on the mass termination of employment arising from fraud and represented it in tripartite proceedings. Advised PT Evox Rifa Indonesia on the termination of employment procedures due to the change of ownership of the company. Advised PT Airbus Indonesia Nusantara on an employment dispute.



Transaction	Company
	Advised PT AIA Financial on an employee restructuring programme and represented the Company in the mass termination of employment arising from its transformation.
	Advised PT NTT Data Indonesia on industrial relations matters, assisted with the review and registration of company regulations, and represented the Company in the mass termination of employment arising from its restructuring.
	Advised PT Paragon Technology and Innovation on employment and partnership agreements.
	Advised and processed Fauna & Flora International on company regulations.
	Provided PT Unilever Indonesia Tbk. with a legal opinion on wages during employment dispute proceedings, assisted with the registration of a mutual agreement at the Bandung Industrial Relations Court, and provided assistance on Job Loss Security (Jaminan Kehilangan Pekerjaan) matters before the Tangerang Manpower Office.
	Advised and represented PT Garuda Indonesia in connection with claims concerning working conditions brought by the stewardesses' association and in negotiations with ground handling employees regarding their transfer to PT GMFAA.
	Advised and assisted PT Nestlé Indonesia in preparing documentation for the termination and transfer of employees to the Kejayan Factory following the closure of the Waru Factory, drafting company regulations and obtaining approval from the Ministry of Manpower, and representing the Company in the termination of employment of one of its General Affairs Managers before the mediation office, the Labor Dispute Settlement Regional Committee ("P4D"), and the Labor Dispute Settlement Central Committee ("P4P").
	Advised and represented PT Glaxo Smith Kline on the termination of employment process due to the merger of PT Smithkline Beecham Pharmaceutical and PT Glaxo Wellcome.
	Advised and represented PT Mega on negotiating the severance payment formula for the termination of employment of 1400 employees (mainly the security forces) of the company.
	Assisted PT Hero Supermarket, Tbk. on the termination of employment process of the Starmart's employees due to the industrial relation dispute and illegal strike.



Transaction	Company
	Advised and assisted PT Multi Bintang Indonesia Tbk. in the mass termination of employment of factory employees, including advising the HR Manager on negotiations with the labor union.
	Assisted and represented PT Ficor Securitas in the termination of employment process due to company efficiency.
	Advised PT Citatah Tbk. on an employee strike and the mass termination of employment.
	Advised PT Bank CIC, Tbk. in the industrial dispute.
	Assisted PT Bank International Indonesia in preparing the termination of employment documents of the termination of employment due to the illegal strike.
	Advised PT Holdiko Perkasa in the termination of employment in regard to the asset disposals of Salim Group's company, such as: PT Bahana Dharma Utama and Salim Plantation.
	Represented Badan Penyehatan Perbankan Nasional in the termination of employment process of the client's security forces.
	Advised and represented PT Mulia Inti Pelangi in the termination of employment of the head and the deputy of the Labor union, as well as the employee's strike and the police report of the company's expatriate.
	Represented IKEA Trading Representative Office in the termination of an IT staff member's employment for violating company regulations, in connection with a criminal complaint filed by the terminated employee, and in dealings with supervisory officers from the Ministry of Manpower.
	Represented Petrochina Jabung Limited in the termination of employment process of one General Affairs Manager due to conflict-of-interest reason (mediation office, P4D and P4P).
	Represented PT Kustodian Sentral Efek Indonesia in the termination of employment process of one of its directors.
	Represented PT P&G, Tbk. and PT P&G Home Products in the mediation level, P4D and P4P in regards with the termination of employment dispute of the factory employees and the office employees through the mediation office, P4D and P4P.
	Represented PT Bank Windu Kentjana in the P4D level for the termination of employment for several client's Branch office heads.



Transaction	Company
	Assisted and represented PT Rajafa Sinar Boga and expatriate clients in immigration cases.
	Acted as legal counsel in individual employment termination disputes for clients including PT Mulia Intan Lestari, PT Pfizer Indonesia, Tbk., PT Hitek Nusantara Offshore Drilling Company, PT Excelcomindo Pratama, Tbk., AIG Lippo, and PT Davis Langdon & Seah.
	Served as Industrial and Employee Relations Officer at PT Siemens Indonesia, reviewing employment documents and business conduct guidelines, negotiating collective labor agreements and handling related disputes, advising on employment disputes and terminations, addressing employee grievances, representing the Company in termination and unlawful strike matters at the Cilegon Factory and related settlements, handling manpower inspections and termination proceedings before mediation officers, P4D, and P4P, and assisting with a deceased employee's family claim through the House of Representatives (DPR).
	Provided ongoing legal advice and assistance to PT Bank UOB Indonesia on industrial relations matters under successive two-year retainer arrangements.
	Advised PT SKF Indonesia on industrial relations matters, including labor union relations.
	Provided legal retainer services to PT Arina Multi Karya on industrial relations matters, including associate secondment to support the Company's operations.
	Provided legal retainer services to PT OSF Indonesia on industrial relations matters.
	Provided legal retainer services to PT Acro Medi Group on industrial relations matters.
	Advised PT MNK on the termination of employment.
	Assisted PT Bank Putera with the mass termination of employment.
	Represented Bank Exim in connection with the mass termination of employment.
	Assisted Poliplant Group with the mass termination of employment following its acquisition by Cargill.
	Represented Bank Permata in the termination of employment of 14 employees for serious violations and the amicable settlement of the matters through bipartite and tripartite processes.



Transaction	Company
	Provided legal advice and a procedural roadmap to PT 3M Indonesia on the termination of employment in connection with changes to its factory operations.
	Advised PT Amman Mineral on an internal mass employee transfer programme.
	Acted as external legal counsel to PT PAN Brothers in an employment dispute arising from a dispute among its shareholders.
Mergers & Acquisitions	Advised Zoological Liberec on land acquisition.
	Conducted PT Prosys Bangun Persada legal due diligence for a share acquisition.
	Advised Kuala Lumpur Kepong Bhd., United Plantations Bhd., IJM Plantations Bhd., MHC Plantations Bhd., Kencana Agri Group, NPC Resources Bhd. and Prosper Group of Companies on acquisitions of Indonesian plantation companies.
	Advised Global Indian International School on the acquisition of two private Indonesian schools.
	Conducted NatSteel legal due diligence for the acquisition of an Indonesian steel wire company.
	Advised PT Fuji Bank International Indonesia on the merger of Fuji Bank, DKB Bank and another bank to form Mizuho Bank.
Corporate, Commercial Law and Business Contracts including Joint Ventures	Advised China Civil Engineering Construction Corporation (CCECC) on corporate structuring and a divestment plan.
	Advised PT Sodexo Solution Motivation Indonesia on corporate compliance, restructuring and its name change to PT Pluxee Indonesia.
	Advised Hyundai E & C on a port and coal transportation project in Kalimantan.
Banking and Finance	Acted as borrower's legal counsel for PT Krakatau Posco in connection with USD 1,729 million senior credit facilities.
	Provided OCBC Singapore on legal opinions on loan agreements.
	Assisted American Express Bank and Fuji Bank Indonesia with credit and banking transaction agreements.
Restructuring, Insolvency and Company Liquidation	Advised PT Surabaya Agung Industry Pulp & Kertas Tbk. on ownership and debt restructuring.



Transaction	Company
	Advised Denholm Properties on the debt restructuring of Jayaland.
	Represented PT Siemens Indonesia in PKPU proceedings.
	Assisted Bird & Bird in relation to Dnata as a creditor in PT Garuda Indonesia Tbk.'s PKPU proceedings.
	Advised PT Bormindo Nusantara on its corporate restructuring process.
	Advised PT Afaq Ascertain International Indonesia on liquidation.
	Acted as external legal counsel to PT Bank BRI Sharia on the spin-off of a sharia banking unit into a separate legal entity.
	Acted as external legal counsel to PT Pusri Palembang on its corporate restructuring into a holding company.
	Acted as external legal counsel to Bank Pembangunan Daerah Jawa Barat dan Banten Tbk. (Bank BJB) on the spin-off of a sharia banking unit into a separate legal entity.
Business Establishment	Advised POSCO Chemtech on the establishment of PT Krakatau Posco Chemical Calcination and PT Krakatau Posco Dong Suh Chemical.
	Advised Orion Corp. on the establishment of PT Orion Food Indonesia.
	Advised KLK Bhd. and PTPN II on the establishment of PT Kuala Lumpur Kepong Nusantara.
	Advised on the establishment of PT China Sonangol Media Investment, PT AAR Nusantara and PT TWMA Indonesia.
Capital Markets	Provided PT Blue Bird Tbk. legal assistance for its IPO.
	Conducted PT Marco Polo Shipyard legal due diligence in connection with its parent company's listing on the Taiwan Stock Exchange.
	Advised PT Royal Investium Sekuritas on asset freeze and a shareholders' dispute.
Intellectual Property Rights	Assisted PT OSF Flavor Indonesia with a response to a rejected trademark application.
	Assisted PT OSF Flavor Indonesia with the "Ratu Bawang" trademark application.
	Assisted Visa International Service Association, Red Bull Group companies, PT Prudential Life Assurance and PT JTB Indonesia with trademark applications.



Transaction	Company
General Corporate	Advised PT OYO Rooms Indonesia on compliance management systems.
	Reveiwed PT Solusi Bangun Andalas for its mining permits and assisted them with the permit process.
	Advised PT Tanjungenim Lestari Pulp & Paper on general corporate matters.
	Advised PT GE Lighting Indonesia and PT JTB Indonesia on investment licensing matters before BKPM.
	Advised PT NTT Data Indonesia on changes to its Board of Directors.
Litigation	Advised and assisted PT Pendawa Lestari Perkasa in a criminal matter at the Metro Jaya Regional Police.
	Assisted PT AIA Financial in criminal matters at the Indonesian National Police Headquarters.
	Advised and represented PT P&G Indonesia and PT Grab Indonesia in mediation and Labour Court proceedings.
	Accompanied and represented PT Multi Bintang Indonesia Tbk. in criminal investigations concerning environmental allegations.
	Assisted PT ZTE Indonesia in criminal and bankruptcy matters.
	Assisted PT Astra Otoparts in civil cases.
	Assisted PT HM Sampoerna Tbk. in industrial relations matters.
	Assisted Rajah & Tan Singapore with service of court documents for two clients.

Education

Year	Education
1991 – 1998 (graduated)	Faculty of Law, Universitas Indonesia, Depok, Indonesia, Bachelor of Laws (S.H.)

Professional Certification

Year	Certification
	PERADI (Indonesian Advocate Association)



Law Office
YANG & CO