Dr. Pie HABIMANA

PhD · LLM · LLB · PGDLP · PGCLTHE · FCIArb · Cert IoD

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PROFESSIONAL PROFILE

Dr. Pie Habimana is an experienced Kigali-based corporate attorney, governance strategist, and business leader with nearly two decades of high-level experience spanning academia, international arbitration, and corporate leadership. Called to the Bar in 2011, he is a Fellow and Faculty Member of the Chartered Institute of Arbitrators (CIArb, UK), he is on the panel of international arbitrators and adjudicators of KIAC and is regularly engaged in complex international commercial dispute resolution.

Building on his corporate law expertise and entrepreneurial vision, Dr. Pie founded Amilex Chambers, a boutique business law firm based in Kigali, and PAI Holdings, a holding company developing a vertically integrated ecosystem that delivers comprehensive and convenient solutions across the construction value chain. He also serves as Independent Non-Executive Director of Bank of Kigali Plc, Rwanda's largest financial institution, where he chairs the Board Nominations and Remunerations Committee. His leadership extends further as Chairman of Multisector Investment Group Plc, Gisakura Tea Company Ltd, and MM&RJD Co Ltd, as well as Non-Executive Director at BK General Insurance Plc – chairing the Board Risk Committee. His previous board appointments include Cogebanque Plc, the Rwanda Bar Association, the East Africa Law Society (Vice-President), and Printerset Ltd.

A Senior Lecturer in Law at the University of Rwanda, he holds a PhD in International Tax Law from Leiden University (Netherlands). His dissertation, published by the International Bureau of Fiscal Documentation (IBFD), made him the first sub-Saharan African featured in the IBFD's prestigious doctoral series. He also holds an LLM (cum laude) and LLB (cum laude), supplemented by executive training including the UK Institute of Directors. He speaks English, French, and Kinyarwanda (native).

EDUCATION

Academic Degrees

Doctor of Philosophy (PhD) — International Tax Law

Leiden Law School, The Netherlands | *2016 – 2022*

- Dissertation: Harmful Tax Competition in the East African Community: The Case of Rwanda with Reference to EU and OECD Approaches.
- Published by IBFD (Amsterdam, 2023) — first sub-Saharan African published in the IBFD doctoral series.

Master's Degree (cum laude) — Business Law

National University of Rwanda | *2010 – 2012*

- Thesis: Enhancing Competitive Tax Incentives for a Sustainable Investment Attraction in Rwanda.

Bachelor of Laws (Hons) (cum laude)

National University of Rwanda | *2005 – 2008*

- Mémoire : De l'action en rétrocession en cas des libéralités excessive en droit positif Rwandais.

Professional & Executive Training

- Accelerated Certificate in Company Direction, Institute of Directors (IoD), UK (Sept.–Oct. 2025).
- Virtual Directorship Professionalism, National Association of Corporate Directors (NACD), USA (Jun. 2025).
- Fellowship of the Chartered Institute of Arbitrators (FCIArb) — Accelerated Route to Fellowship, CIArb UK (Jun. 2024).

- Certificate in Supervision of doctoral candidates, CREST, Stellenbosch University, South Africa (2022).
- Postgraduate Certificate in Learning and Teaching in Higher Education (PGCLTHE), University of Rwanda (2017–2018).
- Advanced Certificate in International Arbitration, Accelerated Route to Membership, CIArb UK (Aug.–Sept. 2015).
- Certificate in International Arbitration, Accelerated Route to Associate Membership, CIArb UK (May 2015).
- Formation des avocats francophones, CIFAF, Cotonou, Benin (Aug.–Sept. 2017).
- Post-Graduate Diploma in Legal Practice (PGDLP), ILPD, Rwanda (2012).

CORPORATE GOVERNANCE & BOARD POSITIONS

Entity / Organisation	Period	Role
Entrepreneurship		
PAI Holdings Ltd	May 2025 – Present	Executive Chairman
Amilex Chambers	Nov. 2017 – Present	Founding Partner (Chairperson 2023–Present; Managing Partner 2017–2023)
Commercial/business entities		
Bank of Kigali Plc	May 2024 – Present	Independent Non-Executive Director; Chair, Nominations & Remunerations Committee; Member, Audit Committee
BK General Insurance Ltd	May 2026 – Present	Non-Executive Director; Chair, Risk Committee; Member, Audit Committee, and Investment & HR Committee
Gisakura Tea Company Ltd	Apr. 2026 – Present	Chairperson of the Board
MM&RJD Co. Ltd	Apr. 2025 – Present	Chairperson of the Board (from Oct. 2026); Non-Executive Director
Multisector Investment Group Plc	Oct. 2023 – Present	Chairperson of the Board (from Feb. 2025); Non-Executive Director
Cogebanque Plc	Jul. 2021 – Nov. 2023	Independent Non-Executive Director; Chair, Remunerations & Compensations Committee; Member - Audit Committee, and Risk & Compliance Committee
Printer Set Ltd	2014 – 2019	Chairperson, Board of Directors
Non-commercial/business entities		
East Africa Law Society	Nov. 2020 – Nov. 2022	Vice President
Rwanda Bar Association	May 2017 – Jan. 2025	Member, Governing Council
ICPAR	Mar. 2018 – 2025	Disciplinary Commissioner

ARBITRATION, TRANSACTIONS, LITIGATION EXPERIENCE

Affiliation to arbitral institutions

- KIAC, Arbitrator, on the panel of international and domestic arbitrators (from 2020)
- KIAC, Adjudicator, on the panel of adjudicators (from 2015)

Arbitration & Adjudication experience

Year	Role	Parties / Matter	Value	Rules	Language	Place
2026	Expert Witness	American power company v. State-owned company (energy, PPA)	$17M	LCIA	Eng.	Mauritius
2026	Sole Arbitrator	Private company v. Private company (breach of contract)	$560K	KIAC	Eng.	Kigali
2026	Co-Adjudicator (DAB)	Chinese company v. State (Rwanda)-owned company (infrastructure, breach of contract)	$21M	UNCITRAL	Eng.	Kigali
2026	Co-Arbitrator (court-apptd)	Indian company v. Indian company (infrastructure, breach of contract)	$1B	UNCITRAL	Eng.	Kigali
2026	Sole Arbitrator	American citizen v. Rwandan citizen (debt settlement, breach of contract)	$520K	KIAC	Kinya.	Kigali
2025/26	Sole Arbitrator	Individual v. International company (construction, breach of contract)	$40K	KIAC	Eng.	Kigali
2025/26	Co-Arbitrator (court-apptd)	Private company v. Private company (dealership/brokerage agreement)	$330K	Domestic	Eng.	Kigali
2025/26	Sole Arbitrator (court-apptd)	Private company v. Private company (breach of supply agreement)	$15K	Domestic	Kinya.	Kigali
2024	Expert Witness	American power company v. State(Rwanda)-owned company (energy, PPA)	$1,6M	UNCITRAL	Eng.	Kigali
2023	Sole Arbitrator	Private company v. Private company (trade, breach of contract)	$420K	KIAC	Eng.	Kigali
2022	Sole Adjudicator	Private company v. Individual (construction, breach of contract)	$100K	KIAC	Eng.	Kigali
2021	Sole Arbitrator	Private company v. Private company (road construction, breach of contract)	$35K	KIAC	Eng.	Kigali
2021	Counsel	State (Rwanda)-owned company v. Private company (intl. trade, distributorship)	$65K	KIAC	Eng.	Kigali
2020/21	Sole Arbitrator	Private company v. District (construction, breach of contract)	$40K	KIAC	Kinya.	Kigali
2020/21	Expert Witness	Indian power company v. State (Rwanda)-owned company (power transmission network, breach of contract, nullification of debt settlement)	$36M	UNCITRAL	Eng.	Paris
2019/20	Expert Witness (DAB)	Indian power company v. State (Rwanda)-owned company (power transmission network, breach of contract, nullification of debt settlement)	$32M	UNCITRAL	Eng.	Paris

Transactions & Litigation Experience (value . 1 million USD)

- Litigation representing a Rwandan bank v. a corporate client, value of the case: $2,8 million.
- Represented a multilateral financial institution (Fonds de Solidarité Africain) in debt settlement and recovery against a company incorporated in Rwanda.
- Litigation representing an Indian leading NSE listed power company v. State (Rwanda) owned company, value of the case: $36 million (application to set aside an arbitral award)
- Litigation representing a State (Rwanda) owned company v. a Korean company, value of the case: $4,4 million.
- Litigation representing a family-owned business taxpayer v. Rwanda Revenue Authority, value of the tax base: $1,8 million.
- Advised a family-owned business taxpayer v. Rwanda Revenue Authority, value of the tax base: $1,8 million.

TEACHING & RESEARCH EXPERIENCE

Academia — University of Rwanda, School of Law

Senior Lecturer (Lecturer 2018–2023; Asst. Lecturer 2012–2018; Tutorial Asst. 2010–2012)

Academic Leadership

- Deputy Dean, School of Law, University of Rwanda (04/2023 - 09/2025).
- Coordinator of the Leiden Law School and University of Rwanda School of Law collaboration projects (06/2022 to present):
- Member of the College Research and Innovation Committee (CRIC), College of Arts and Social Sciences, University of Rwanda (02/2022 – 05//2025).
- Member of the College Internal Disciplinary Committee, College of Arts and Social Sciences, University of Rwanda (2018 – 2019).

Teaching experience

- University of Rwanda
  - Corporate Taxation Law (Masters/LLM Business Law, since 2022)
  - International Trade Law (Masters/LLM Business Law, since 2022)
  - Tax Law (Bachelor/LLB, since 2010)
- Rwanda National Police College
  - Tax Law (Bachelor/LLB, since 2012)
- Rwanda Military Academy
  - Tax Law (Bachelor/LLB, since 2025)
- Institute of Legal Practice and Development
  - Principles of international taxation (Diploma in Tax Investigation, 2025)
  - Introduction to taxation (Diploma in Tax Investigation, 2024)
  - Arbitration Procedures (Postgraduate in Legal Practice, since 2023)
  - Tax law and procedures (Training to High Commercial Court and Commercial Court judges and court registrars, 2023)
  - Tax Law Practices (Postgraduate in Legal Practice, since 2022)
  - Corporate Law Practice (Postgraduate in Legal Practice, since 2017)
  - Practice Management (Postgraduate in Legal Practice, since 2017)
  - Commercial Transactions (Postgraduate in Legal Practice, since 2014)
- Chartered Institute of Arbitrators (UK)
  - Jul. 2025: Tutor (Trainer) for candidates to Associate Member of the Chartered Institute of Arbitrators.
  - Jun. 2024: Tutor (Trainer) for candidates to Associate Member of the Chartered Institute of Arbitrators.
- Traning on arbitration (invited by KIAC)
  - On different occasions, I train different groups on domestic and international commercial arbitration (since 2024).
  - Jun. 2025: Trainer, Commercial Arbitration course for judges, AfGAC (African-German Arbitration Centre).
  - Jun. 2025: Trainer, Young ICCA (International Council for Commercial Arbitration) Workshop.
  - Nov. 2024: Trainer, Commercial Arbitration course for young lawyers, AfGAC (African-German Arbitration Centre).
- Others
  - 2012 – 2015: Visiting lecturer teaching Tax Law, Business Law, and Introduction to Private Law at Kigali Independent University (ULK).
  - 2010 – 2013: Visiting lecturer teaching Environmental Health Laws at Kigali Health Institute (KHI).

Curriculum Development Experience

- Expert of the High Education Council (Rw) to assess Accreditation of Bachelor of Laws (Hons) and Master in International Commercial and Investment Law (LLM) programs of Mount Kigali University, Apr.-May 2024.
- Bachelor of Laws with Honors (LLB), Curriculum Review, School of Law, University of Rwanda (2022 to date). Role: Chair.
- 08-09/2017: Development of the module book of Corporate Law Practices and Insolvency for the postgraduate program, specialized course for commercial courts judges and practicing lawyers by the Institute of Legal Practice and Development (ILPD).

Research Grants, Projects, and Fellowships

- Fellow, Erasmus+ ICM Grant — Teaching mobility at Leiden University (€7,838), Jan.–Feb. 2026.
- Investigator, Network on Europe-Africa Relations Education and Research (NEAR-ER), EU-funded (€25,846), Dec. 2024 – Dec. 2027.
- Co-Principal Investigator, University of Rwanda Research Grant — Business, Human Rights & Sustainable Development in Rwanda's Mining Industry (FRW 11,250,000), Jul. 2024 – Jun. 2026.
- Fellow, Erasmus+ ICM Grant — Research fellowship at Vrije Universiteit Amsterdam (€5,070), Mar. 2024.
- Fellow, Erasmus+ ICM Grant — Leiden University (€5,070), Feb.–Jul. 2020.
- UR-Sweden PhD Research Grant (FRW 9,000,000), May 2018 – Jun. 2019.

Supervision of theses and dissertations

- I have supervised to completion more than 25 Masters (LLM) dissertations in the field of business law.
- I have supervised to completion more than 35 undergraduate (LLB) dissertations.

PUBLICATIONS

Books & book chapters (2 books, 1 book chapter)

- P. Habimana, "Can AfCFTA Balance the Impossible Trinity: Promoting Trade, Liberalisation, Avoiding Tax Base Erosion and Curtailing Harmful Tax Practices in Africa?" in in T V Warikandwa, H Chitimira, and P C Osode (Eds), *Law and Policy of the African Continental Free Trade Area (AfCFTA): Prospects and Challenges for Trade and Investment in Africa* (European Yearbook of International Economic Law, Springer, 2025).
- P. Habimana, Harmful Tax Competition in the East African Community: The Case of Rwanda with Reference to EU and OECD Approaches (Amsterdam, IBFD, 2023), 328p.
- P. Habimana, Tax Law and Public Finance in Rwanda (Paris, L'Harmattan, 2015), 135p.

Selected Peer-Reviewed Articles in scientific journals (17 published, 2 forthcoming)

- **P. Habimana** and P. Byiringiro, "Rethinking the Role of Traditional Dispute Resolution in Africa" (2026) *KAS African Law Study Library* 13(1), pp. 40-63.
- P. Byiringiro, **P. Habimana**, and E. S. Seminega, "Medical Malpractice Liability in Rwanda: Aligning Legal Theories with Judicial Practices" (2025) *Lwati: A Journal of Contemporary Research* 22(3), pp. 2-17.
- P. Habimana, "The Aftermath of Setting Aside an Arbitral Award in Rwanda: the Crossroads of Doctrines" (2024) *Law and World Journal* 10(32), pp. 38-47.
- P. Habimana, "Three Grey Areas of the Concept of Duress under Rwandan Law" (2024) *Lwati: A Journal of Contemporary Research* 21(3), pp. 165-180.
- P. Habimana, "The Shadows of Cross-border Legal Practice in the East African Community" (2024) *Lwati: A Journal of Contemporary Research* 21(1), pp. 168-185.
- J-F. Boudet & **P. Habimana**, "International Taxation, the Environment and Financing Sustainable Development" in J-F Boudet and P. Habimana (eds), *International Tax Law and Environmental Taxation,* Revue Européenne et Internationale de Droit Fiscal / European and International Journal of Tax Law, (Bruylant/Larcier-Intersentia, 2023/4), pp. 437-446.
- P. Habimana, "Gender Equality and Taxation from the Rwandan Perspective" (2023) *KAS African Law Study Library* 10(4), pp. 578-591.
- B. Iyakaremye & **P. Habimana**, "Imposition of the Value Added Tax (VAT) on Agricultural Products under Rwandan Tax Law: Case of Rice" (2023) *Rwanda Law Journal* 3.
- P. Habimana, "Towards a Harmonised EAC Tax System: Current Status, Challenges, and Way Forward" (2023) *Law and World Journal* 9(1), pp. 8-22.
- P. Habimana, "Viva voce functions, its dilution, and contribution to the proliferation of predatory universities" (2022) *Lwati: A Journal of Contemporary Research* 19(4), pp. 2-20.
- P. Habimana, "Reflecting the Global Anti-Base Erosion from the Perspective of Developing Countries" (2022) *Lwati: A Journal of Contemporary Research* 19(3), pp.132-150.
- P. Habimana, "The Polarities of Tax Competition" (2021) *The Journal of Sustainable Development Law and Policy* 12(2), pp. 314-331.
- P. Habimana, "In Search of the Boundaries between Harmless and Harmful Tax Competition" (2021) *Amsterdam Law Forum* 13(1), pp. 37-56.

- P. Habimana, “The regulation of harmful tax competition in the EAC: current status, challenges, and ways forward” (2020) *KAS African Law Study Library* 7(4), pp. 601-620.
- P. Habimana, “Tax Competition: Global but Virgin under Rwandan Law” (2020) *Recht in Afrika* 23(1), pp. 41-55.
- P. Habimana, “When the tax administration feels the burn of aggressive tax planning but cannot catch up to its fire” (2020) *Rwanda Law Journal* 1, pp. 73-93.
- P. Habimana, “EAC (East African Community) Legal Base and Legal Possibilities to Influence the Settlement of Regional Disputes” (2013) *KAS African Law Study Library* 18, pp. 53-72.
- **P. Habimana** and R Sohl, “General Introduction to Law” in *Introduction to the Laws and Legal Institutions of Modern Rwanda* (forthcoming book chapter, 2027).
- B. Awa and **P. Habimana**, “The Recognition and Enforcement of Foreign Judgments in Rwanda” in S A O Chukwuma and E Béligh (Eds), *Recognition and Enforcement of Foreign Judgments in Africa* (forthcoming book chapter, Publisher agreement signed, London, Bloomsbury, 2027).

Selected invited talks & conference presentations

- 2025: On a panel of four speaking on *Building Future-Ready Law Firms: Compliance, Consultancy, and Regional Competitiveness in the Digital Age*, EALS Young Lawyers’ Forum on “Preparing Law Firms for the Future: Strategies for Young Lawyers to Lead and Innovate”, Addis-Ababa, 27 Nov. 2025.
- 2025: A presentation on *Rethinking Tax Incentives through the Lens of Diversity, Equity, and Inclusion (DEI)*, ICPAR 15th Annual Tax Convention on “Reimagining Tax Policies for Inclusive Growth and Development”, Musanze, 22 - 24 Jan. 2025.
- 2025: A presentation on *International Taxation: Rwanda’s Cooperation with OECD, ATAF and APA Guidelines*, ICPAR 14th Annual Tax Convention on “Enhancing Efficiency in Tax Administration and Compliance”, Musanze, 23 - 25 Jan. 2025.
- 2024: On the panel of five speaking on *A New Era of Corporate Governance: Strategies for In-house Counsel Can Adopt in Mitigating Data Breach and Compliance Risks*, EALS In-house Counsel Forum, Kampala, 27 Nov. 2024.
- 2024: A training session on what legal counsels should do for effective clients’ representation in arbitration proceedings, Kigali, 19 July 2024, organized by KIAC.
- 2024: A training session on challenges that young arbitrators face in effectively menacing arbitration appointments, Kigali, 19 July 2024, organized by KIAC.
- 2024: A presentation on *The Current Trends and Challenges in the Enforcement of Arbitral Awards in Rwanda*, webinar, 10 July 2024, organized by CIArb Rwanda Branch.
- 2023: P. Habimana, *Gender Equality and Taxation from the Rwandan Perspective*, KAS Regional Conference on Legal issues/framework of gender equality, Dar es Salaam, 28-29 Jul. 2023.
- 2023: P. Habimana & B. Iyakaremye, *Imposition of the Value Added Tax (VAT) on Agricultural Products under Rwandan Law: Case of Rice*, University of Rwanda School of Law Interface Workshop with Stakeholders, Kigali, 31 Mar. 2023.
- 2023: On the panel of four speaking on *The Imperative of Business Integrity Strengthening for Business Growth, Investment and Development in Rwanda*, during the launch of Business strengthening Programme in Rwanda, Kigali, 28 Mar. 2023.
- 2022: A presentation on *Towards a harmonised EAC tax system: current status, challenges, and way forward*, in the 19 EAMJA (East Africa Magistrates and Judges Association) conference, Kigali, 07-10 Nov. 2022.
- 2022: P. Habimana, *Harmful Tax Competition in the East African Community*, University of Rwanda School of Law Interface Workshop with Stakeholders, Kigali, 18 Mar. 2022.
- 2019: P. Habimana, *Digestion of the Rwandan practices of tax competition in the light of EAC law with OECD and EU complements*, 2019 PhD Seminar on “Multilateral Cooperation in International Tax Law”, Leiden, 12-13 Sept. 2019.
- 2016: P. Habimana, *Evidence to Establish Paternity for Illegitimate Children under Rwandan Law*, University of Rwanda School of Law’s 2nd Annual Interface Workshop, Kigali, 24 Aug. 2016.
- 2012: P. Habimana, *Development and Practices of Special Economic Zones in Rwanda: Tackling Taxation of Cross-border Transactions in Absence of International Tax Treaties*, 5th National University of Rwanda International Scientific Research Conference, Butare, 05-07 Dec. 2012.

- 2010: P. Habimana, *East African Community Legal Base and Legal Possibilities to Influence the Settlement of Regional Disputes*, KAS International Conference on the Rule of Law in the Great Lakes Region, Butare, 04-05 Nov. 2010.

(selected) CONSULTANCIES & ADVISORY

- Consultant expert contributing to the World Bank Group — B-READY Project (three components: Taxation, Labour Law, Dispute Settlement), 2023 – Present.
- Consultant expert contributing to the World Bank — Rule of Law Project and Women, Business and the Law Project, 2018 – Present.
- Rwanda Governance Board — Assessment of the impact of Abunzi Committees on the Community: 2004-2018 (Principal Investigator), 2018.
- UNESCO — Individual Specialist to develop a legal framework, governance structure and administrative procedures manual for establishment of the Centre of Excellence in Biodiversity, 2014.
- (Rda) Ministry of Education — Individual consultant to develop a legal framework, governance structure and administrative procedures manual for the Rwanda Academy of Sciences, 2014.
- UNECA — Individual consultant to develop contract template and contracts adjustments between the Ministry of Education and Rwanda Innovation Endowment Fund beneficiaries, 2013.
- Lux Development Agency / Ministry of Agriculture — Legal specialist, Assessment of the land use and management in irrigated area in Bugesera District, 2012.

PROFESSIONAL MEMBERSHIPS & LICENCES

Memberships

- Fellow, Chartered Institute of Arbitrators (FCIArb), UK — from 2024.
- Member, Institute of Directors (IoD), UK — from 2025.
- Member, National Association of Corporate Directors (NACD), USA — from 2025.
- Member, African Arbitration Association (AfAA) — from 2022.
- Member, Rwanda Bar Association (RBA) — from 2011.
- Member, East Africa Law Society (EALS) — from 2011.
- Member, Africa Business Integrity Network (ABIN) — from 2022.

Licences & Certifications

- Licensed to practice law in Rwanda, Rwanda Bar Association (from 2011).
- Faculty Member / Approved Tutor and Assessor, Chartered Institute of Arbitrators, UK (from 2024).
- Certified Company Director, Insititute of Directors, UK (Sept. 2026)
- Certified Trainer on Business Integrity, Ethics and Compliance, CIPE (2022).
- Certified Supervisor of Doctoral Candidates, CREST, Stellenbosch University (2022).

OTHER INFORMATION

Other training and seminars attended (selected)

- 05-07/2022: Certification Training of Trainers on Africa Business Integrity Network, Centre for International Private Enterprise (CIPE), Lagos, Nigeria (5 days).
- 08/2018: International Tax Justice Academy, Tax Justice Network Africa (TJNA), Nairobi, Kenya (14 days).
- 08/2010: Training on Human Rights, Intellectual Property and Access to Medicines, Makerere University, Kampala, Uganda (14 days).

Other information

- 2020-2025: Member of the Supreme Court's Rwanda Law Reports Multi-Institutional Committee (commercial cases sub-committee).
- 2020: I represented the School of Law University of Rwanda as *amicus curiae* in a case seeking to declare unconstitutional some provisions of the VAT law.

- 2019: I represented the School of Law University of Rwanda as *amicus curiae* in a case seeking to declare unconstitutional some provisions of the law on land taxes.
- 2015: I was appointed *proprio motu* by the Rwandan Supreme Court to stand as *amicus curiae* in VAT (Value Added Tax) and CIT (Corporate Income Tax) case.

Media mentions / accolades

- Featured member of the week, African Arbitration Association (AfAA): December 2025, July 2025, February 2024.
- Dr Pie Habimana yabaye Umunyarwanda wa mbere uhawe PhD mu mategeko agenga imisoro, https://mobile.igihe.com/amakuru/u-rwanda/article/dr-pie-habimana-yabaye-umunyarwanda-wa-mbere-uhawe-phd-mu-mategeko-agenga (17/01/2022).
- What weight should forensic DNA testing have? https://www.newtimes.co.rw/section/read/203282 (16/09/2016).

LANGUAGES

English	French	Kinyarwanda
Fluent	Fluent	Native

REFERENCES

References available upon request.

I certify that the information herein provided is true and accurate as of November 2026.

Dr. Pie Habimana, FCIArb, Cert IoD