



Once Upon a Hive:
Our 2025 Story

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Reflections from the partners/founders

Reflecting on 2025, the company retreat was a definitive highlight for us. It provided a unique opportunity to bring the team together to foster deeper understanding and cohesion, gathering us in one space to strengthen our bonds and align our vision. We had a Soiree which was a memorable occasion, allowing us to celebrate with friends, clients, and partners of the Hive.

This year taught us profound lessons in patience, perseverance, and the power of placing faith in one another through open communication. It also reinforced the value of trusting our colleagues and prioritising real-time feedback. We are incredibly proud of how the team navigated internal transitions, maintaining excellence during critical periods of the year.

For 2026, our focus remains clear: to grow as a Pan-African organisation, deepen our expertise in emerging sectors, and achieve sustainable success together.



Inside the Hive

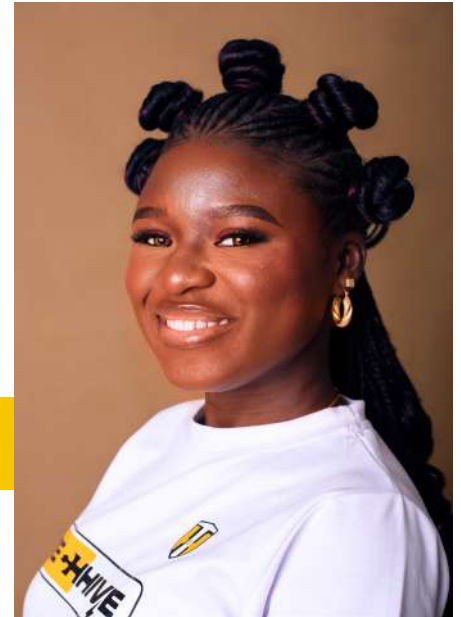
The Hive had quite a year full of growth, grit, and connections that felt genuine. We worked on making remote work actually work for us, rolled out policies focused on people, started regular wellness check-ins, and opened up new learning opportunities. Everything we did had a purpose behind it. We stayed transparent, celebrated wins out loud, and supported each other in the quiet moments.

The team really evolved this year. We brought in new faces, deepened the relationships we already had, and collaboration just started to flow naturally instead of feeling forced. What really stood out was how teams owned their work but still had each other's backs.

Looking back, alignment was the theme. Staying aligned with our values, keeping our culture intact, and proving you can do excellent work while putting people first.

As we move into 2026, the focus is on strengthening accountability, communication, and wellbeing. We will keep fine-tuning our operations, adding clarity where it is needed, and maintaining Tech Hive as a space where great work comes naturally and support is always there.

Here's to growing more, seeing things clearer, collaborating better, and keeping the Hive strong year after year.



Lizzy Ojo
Lead, People and Culture

2025 Impact Report



Thinking Forward

Entering the new year, our strategic focus shifts to legacy—building the foundation for the next decade. We aim to capitalise on our successes and refine our areas for growth, all while maintaining our standard of excellence.

Our people remain at the centre of everything we do. We will continue to support the team through learning, collaboration, innovation, or wellbeing initiatives, knowing that our strength lies in working together.

The future of the Hive is one of growth, clarity, and purpose. We are excited about what lies ahead and grateful to everyone who is part of this journey.”



“Looking back at 2025, the defining realisation for Tech Hive Advisory is that people make the difference. It is the synergy between our projects, our clients, and our team’s resilience that has built our current identity.

Hiver of the year



Precious Nwadike

Team Lead, Regulatory Intelligence

They say third time's the charm;

turns out it's true!

Year one? Let's just say I learned valuable lessons in what not to do. **Year two**, I got my "mojo" back, and it earned me the "comeback kid of the year" award. And now, here I am:

Hiver of the Year!

The point of this background? To show you the reward of having staying power. Showing up long enough that people forget your initial missteps. Staying power is not glamorous, but it's effective. I have learned that success isn't about being brilliant immediately; it's about being stubborn enough to stick around until you figure things out.

Massive thanks to my Ridwan, Deji, Nurudeen, they have taught me that growth happens in increments. And to my team; you make my work easier.

Here's to persistence, second (and third) chances, grit, and the beautiful chaos of finally getting it right.



Faces of the Hive



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Growth, and that's because I genuinely grew better as a professional working at Tech Hive this year.

Which Hive value or principle resonated with you the most in 2025?

Team work

Laurretta Onwuegbuzie

Analyst (Data Protection)

Superpower: Collaboration

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *Disruption or The Advisers*

Role - *Editor (lol)*



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Growth. You can't just remain in one place, everyone pushes you to be better than what you were yesterday

Which Hive value or principle resonated with you the most in 2025?

Excellence.

Olorunjoba Oguntunde

Team Lead (Startup and Business Advisory)

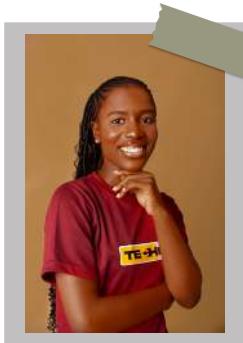
Superpower: Ray of Sunshine

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *Terminator*

Role - *Arnold*

Faces of the Hive



What's one word that perfectly sums up your 2025 at Tech Hive and why?

"Glow-up" My work, my ideas, and my impact all had a new face

Which Hive value or principle resonated with you the most in 2025?

The Hive value that resonated with me the most in 2025 was Integrity.

Ibraheem Fopefoluwa

Communications Officer

Superpower: Innovation

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *The Explainer*

Role - *The Human Lens*



What's one word that perfectly sums up your 2025 at Tech Hive and why?

"Forged". 2025 at Tech Hive stretched my skills, sharpened my instincts, and pressed me into a stronger version of myself.

Which Hive value or principle resonated with you the most in 2025?

"Discipline in Motion" resonated with me the most this year.

Oluwafemi Adeleye

Analyst (Cybersecurity)

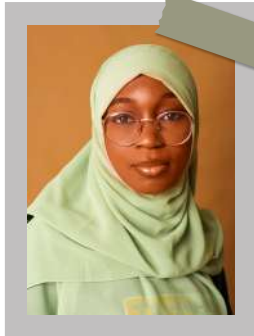
Superpower: Cyber-intuition, my uncanny sixth sense

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *Powered by Vibes and Deadlines*

Role - *Chaos Navigator*

Faces of the Hive



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Bloom – Constantly learning, thriving, exploring, and growing beyond my comfort zone.

Which Hive value or principle resonated with you the most in 2025?

Excellence

Rodiyyah Bashir

Analyst (Startup and Business Advisory)

Superpower: Flexibility

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *Team-Hopping Chronicles*
Role - *The Chameleon*



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Growth because I've learnt, adapted, and improved my design skills, leading to both personal and professional growth.

Which Hive value or principle resonated with you the most in 2025?

Collaboration

Adeyinka Adeyemo

Creative Designer

Superpower: Innovation

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *At the Hive*
Role - *Media Unit*

Faces of the Hive



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Growth. This is because I have grown so much professionally from when I joined the Hive.

Which Hive value or principle resonated with you the most in 2025?

Excellence

Feranmi Ekundayo

Analyst (Startup and Business Advisory)

Superpower: Mr Wake up and Show up

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *Pulp fiction*
Role - *Jules Winnfield*



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Community

Which Hive value or principle resonated with you the most in 2025?

Excellence

Tojola Bilqis Yusuf

Team Lead (Data Protection)

Superpower: Observation and Insight

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Not much of a movie person

Faces of the Hive



Olamiposi Aluko

Analyst (Data Protection)

Superpower: Detail Whisperer

If Tech Hive were a movie, what would your role be and what would the movie title be called?

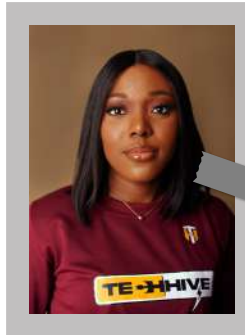
Movie - *Kolésoṣò - The place where magic happens.*
Role - *Olórí Ọ̀dọ*

What's one word that perfectly sums up your 2025 at Tech Hive and why?

Formed, because 2025 is the year my professional identity truly took shape by joining the Hive.

Which Hive value or principle resonated with you the most in 2025?

Consistency and Excellence.



Victoria Adaramola

Analyst (Data Protection)

Superpower: Ability to work beyond CoB

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *The Rookie*
Role - *I resonate with Nyla Harper*

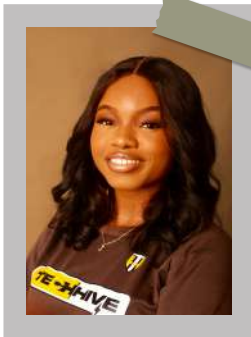
What's one word that perfectly sums up your 2025 at Tech Hive and why?

The word is "stretch". The year stretched me on every side possible. But I learned, relearned and unlearned.

Which Hive value or principle resonated with you the most in 2025?

Consistency

Faces of the Hive



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Fast pace, because I've learnt a lot within a short period.

Which Hive value or principle resonated with you the most in 2025?

Team work.

Joyce Samuel Unwaetor

Executive Assistant/Business Development Analyst

Superpower: Multitasking

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *What happened to Monday*
Role - *Maybe their father #laughing*



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Evolving- It has been a transitional year, and the experience have been multidimensional and different.

Which Hive value or principle resonated with you the most in 2025?

Integrity

Ebunoluwa Adefolase

Analyst (Startup and Business Advisory)

Superpower: Reliable, Speed, Intelligence

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *007: The world is not enough*
Role - *Dr Christmas Jones*

Faces of the Hive



What's one word that perfectly sums up your 2025 at Tech Hive and why?

That would be "rock n' roll". This year, I have had to step up and show up more than I have ever done.

Which Hive value or principle resonated with you the most in 2025?

Consistency.

Precious Nwadike

Team Lead (Regulatory Intelligence)

Superpower: Grit

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *The Fix*

Role - *The Patient guy*



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Growing because 2025 at Tech Hive has been a year of continuous learning and development.

Which Hive value or principle resonated with you the most in 2025?

Consistency

Samuel Akinrinlola

Analyst (Data Protection)

Superpower: Super Sub

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *The Hive Protocol*

Role - *The Trigger*

Faces of the Hive



What's one word that perfectly sums up your 2025 at Tech Hive and why?

"Precision" because I worked with clarity, accuracy, and dependable consistency.

Which Hive value or principle resonated with you the most in 2025?

Excellence

Rachael Olujimi-Adeyemo

Team Lead (Creative Design)

Superpower: Efficiency

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *Operation: Zero Miss*

Role - *The Execution Specialist*



What's one word that perfectly sums up your 2025 at Tech Hive and why?

Growth. I am definitely not where I was in terms of knowledge, exposure and experiences when I joined the Hive.

Which Hive value or principle resonated with you the most in 2025?

Get things done In Deji's voice

Wisdom Agbonyehemen

Analyst (Data Protection)

Superpower: Collaboration

If Tech Hive were a movie, what would your role be and what would the movie title be called?

Movie - *Apocalypse : The rise of Dooms day*

Role - *Spider woman*

In Collaboration, We Thrived

Collaboration was at the heart of our success in 2025. This year, we partnered with **14 incredible organisations**, working together to drive innovation, deliver results, and create meaningful change.



Legal Basis



CENTER for LAW
& INNOVATION



Client's testimonials

“Tech Hive has been phenomenal in providing the entire Sycamore Group with advisory and data protection services. I particularly love how responsive the team is, and the fact that solutions are custom designed to suit our particular needs. It's always a pleasure working with Tech Hive and I recommend the team everytime!”

Babatunde Akin-Moses
CEO Sycamore Group

Tech Hive Advisory is so helpful and thorough. Their professionalism and attention to detail are without competition. We appreciate their support in getting our ISO 27001 compliance certificate. We plan to reengage them next year for more compliance matters.

Ibukun Onaeko
Senior Legal Officer, Babban Gona

“Working with the Tech Hive team in 2025 has genuinely been a great experience. The team brought fresh ideas, enthusiasm, and real dedication to every project. It felt collaborative, inspiring, and productive all at once. I'm truly glad to have been part of the journey this year.”

Veronica Morakinyo
Senior Legal Officer II
CapitalSage Holdings



“Looking back on 2025, the period from January until now has seen us rethink how we imagine our businesses and products, leading to important updates to the agreements and policies that guide our relationship with customers. Throughout this journey, Tech Hive has been consistently available to provide the support we needed.

As a company driven by the mission to adopt cutting-edge technology to transform healthcare across Africa, rapid adaptation and continuous innovation are part of our DNA. At the same time, operating in a highly regulated industry requires the caution and restraint necessary to stay compliant. This often places us at the crossroads of innovation and regulation. This is a balance that has become even more critical with the growing influence of Artificial Intelligence on business development.

Tech Hive’s expertise and proactive guidance have played a crucial role in helping us evolve, engage new partners, and remain compliant throughout what has been a disruptive yet transformative year.”

Chukwuma Okoroafor
Head of Legal, Helium Health



Insights from the year (Some of our publications)

[Legislative Predictions for Privacy and Data Protection in Nigeria 2025](#)

[Security Advisory Series](#)

Contribution to the Nigerian Chapter of the 2025 Global Legislative Predictions for Data Protection and Privacy published by the IAPP

[Roundup on Intellectual Property in Nigeria 2024](#)

Navigating the Complex AI Governance Landscape

[State of AI Regulation in Africa: Trends and Development, 2025](#)

[Enhancing Creativity and Innovation through the Protection of AI Generated Works: An analysis of Interanational Legal Systems and Lessons for Africa](#)

[A Guide to Raising Safe Kids Online](#)

[Reporting Guide for Child Online Safety](#)

[Operationalising Cameroon's Data Protection Law: A Review of Key Provisions and Impacts](#)

[Advancing Trustworthy AI through Privacy Enhancing Technologies](#)

[Review of Djibouti's Data Protection Law](#)

[Legislative Reports](#)

[Regulatory Digests](#)

[Privacy in Africa \(Bi-Monthly Newsletter\)](#)

[The Year of the Teeth: Data Protection Roundup in Africa, 2025, and Projections for 2026](#)

[Nigeria: A 2025 Retrospective and 2026 Outlook](#)





Six Years Strong: Our anniversary story

2025 marked an exciting milestone for Tech Hive Advisory; our sixth year of innovation, impact, and growth. Over the years, we have built more than just a company; we have built a community committed to making a difference.

This year, we celebrated six incredible years together with a special anniversary soiree, reflecting on our journey, our achievements, and the moments that made us stronger. Here's to the people, the projects, and the spirit that continue to drive Tech Hive forward. Six years strong, and the best is yet to come!







Hivers on Stage

X Chat: Discovering Data Protection, **Victoria Adaramola**

Data Privacy in 2025: How to innovate without compromising trust, **Victoria Adaramola**

National Privacy Week 2025, **Olorunjoba Oguntunde**

ACGC 2025 Webinar Series, **Ridwan Oloyede**

WTS Blackwoodstone Interactive Session, **Precious Nwadike**

2025 Francophone Africa Business Summit, **Onyinye Nwokolo**

Nigerian Banking Outlook, **Onyinye Nwokolo**

Data Ethics Webinar, **Ridwan Oloyede**

Africa Law and Tech Summit, **Olorunjoba Oguntunde**

COSAA 2025, **Ridwan Oloyede**

Bradford School of Law's Annual Summer School, **Ridwan Oloyede**

Digital Policy Engagement Series (DiPES) Roundtable, **Victoria Adaramola and Precious Nwadike**

ACGC Annual General Conference, **Deji Sarumi and Ridwan Oloyede**

NBA-SBL Annual General Conference 2025, **Ridwan Oloyede**

TechFest 2025, **Victoria Adaramola and Lauretta Onwuegbuzie**

Forum on Internet Freedom in Africa 2025, **Deji Sarumi**

AI Conference 1.0 by Gritin AI, **Wisdom Agbonyehemen**

TTPA Webinar on Artificial Intelligence, **Lauretta Onwuegbuzie**

ICEGOV Conference, **Olamiposi Aluko**

Africa AI Stakeholder Meeting on Innovative Governance and Capacity Building (Accra), **Victoria Adaramola (Speaker)**

Nigeria Youth Internet Governance Forum 2025, **Olorunjoba Oguntunde**

7th Privacy Symposium Africa, **Precious Nwadike**

Some of the events we attended

Africa Tech Summit, Nairobi

IAPP Global Privacy Summit

RightsCon Summit 2025

Lagos Tech Fest

NADPA-RAPDP Conference
and AGM 2025

Global AI Summit, Rwanda

Microsoft's AI Tour

AI Governance Global
Europe 2025

ALT Network Summit, Kigali

Inclusive Fintech Forum
(IFF)

IAPP Canada Privacy
Symposium

Africa Fintech Summit

PrivCon 2025

NBA-SBL Conference 2025

Data Protection Africa
Summit, Ghana

AI Trends and Regulation in Africa
Workshop hosted by CIPESA

Africa AI Stakeholder Meeting on Innovative
Governance and Capacity Building (Accra)

Legal Basis Launch

This year, we launched **The Legal Basis Project**, a new initiative to help Nigerians understand why their personal data is collected and used. The platform explains the six legal reasons for data processing in simple terms, offers tools for businesses, and includes fun games and guides.

As Nigeria becomes more digital, knowing your rights online is important. This project makes it easy for everyone to learn, stay protected, and build trust in the services they use. Visit [Legalbasis.ng](https://legalbasis.ng) to explore more.

legalbasis.ng





Corporate Social Responsibility in 2025



+

Technology Policy Hackathon,
Virtual

Privacy Camp 2025, Brussels

Data Protection Bootcamp,
Nigeria

Adavize Alao Essay Competition,
Nigeria

ISACA 17th Annual Conference,
Abuja

Zango Outreach by Prnts & Co,
Abuja

TechFest 2025, Lagos

FIPDCP Conference, Lome

Africa AI Stakeholder Meeting on
Innovative Governance and Capacity
Building, Accra

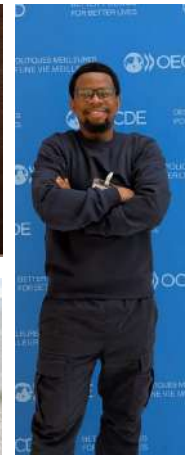
Data Protection Compliance
Day, Senegal

20 Free IAPP Kits and more
discounts





2025 in Pictures









Contact us: contact@techhiveadvisory.africa