

ZAVA Strategic Roadmap - FY26 Priorities & Investment Focus

This board-only memo outlines ZAVA's strategic direction for the next six months, anchored in three core initiatives:

1. AI-Powered Logistics Expansion

ZAVA will invest \$45M into Project Orion, a proprietary predictive routing engine designed to reduce delivery latency and optimize fuel consumption. The initiative includes:

- A phased rollout across North America and Europe.
- Integration with ZAVA's warehouse automation systems.
- A partnership evaluation with three AI startups specializing in geospatial analytics and real-time optimization.
- A cross-functional task force led by Engineering, Product, and Operations.
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2. M&A Pipeline

ZAVA is actively pursuing acquisition of two mid-sized analytics firms in Europe. The strategy includes:

- Expansion of ZAVA's data science capabilities.
- Entry into new verticals (retail and healthcare logistics).
- Cultural integration plans and retention strategies for key talent.
- Legal and financial due diligence, with board review scheduled for Q2.

3. Operational Restructuring

To improve margin and agility, ZAVA will consolidate its European operations into two regional hubs. This includes:

- Workforce realignment and leadership transitions.
- Closure of three underperforming satellite offices.
- Reinvestment in regional training and customer success.
- A new regional VP reporting directly to the COO.

The appendix (not included) contains budget allocations, KPIs, and executive accountability matrices.

