ENVIRONMENTAL BUSINESS JOURNAL®

Strategic Information for a Changing Industry

Vol. XXXVIII, Numbers 1/2, 2025 | ***EBJ Awards 2024 & 2025 Executive Review*** | Environmental Business International Inc.

EBJ BUSINESS ACHIEVEMENT AWARDS RECOGNIZE BUSINESS PERFORMANCE, M&A, PROJECTS, TECHNOLOGY & LEADERSHIP

Environmental Business Journal *presents its annual EBJ Business Achievement Awards for outstanding business performance in 2024. Congratulations to the winners, and thanks to all the companies that submitted nominations. All are welcome to attend the official awards ceremony and dinner as part of Environmental Industry Summit XXIII at the Coronado Island Marriott Hotel (Coronado, Calif.) on April 3, 2025, from 7-9pm. Environmental Industry Summit XXIII runs April 2-4, 2025 at the Coronado Island Marriott in San Diego, Calif.*

BUSINESS ACHIEVEMENT

SMALL FIRMS

Marine Taxonomic Services, Ltd.

Marine Taxonomic Services, Ltd. (MTS), a marine and aquatic consulting firm, achieved record-breaking profitability and revenue in 2024, with revenue exceeding $5.7 million, a 50% increase year over year. Notable accomplishments included in-water instrument deployments to evaluate offshore wave energy in Oregon, and the launch of the final phase of the largest aquatic invasive species project in California. MTS managed the Rapid Response and Eradication Program for the removal of Caulerpa prolifera from San Diego Bay and Newport Harbor, self-performing the entire $5-million project end-to-end, including design, implementation, and reporting. Also during the year, MTS employed innovative tactics such as helicopter-assisted removal of over 1 million pounds of rebar, to protect sensitive marsh habitat. Recognition is also due MTS for its part in a hard-earned victory to remove polluting lead cables from Lake Tahoe. Thirteen years ago, eight miles of abandoned telecom cables were discovered to be leaching lead into Tahoe Basin's drinking water source. In September 2024, the telecom company finally agreed to remove the cables.

BUSINESS ACHIEVEMENT

SMALL FIRMS

GE3S

Global Energy and Environmental Engineering Services (GE3S), based in Abu Dhabi, UAE, has solidified its position as a leading sustainability consultancy, achieving remarkable growth and groundbreaking achievements in 2024. With a 20-30%

Inside EBJ: 2024 Awards & Executive Q&As

LOCUS TECHNOLOGIES SCALES ITS EHS INFORMATION PLATFORM; ADDING CLIENTS, REGIONS & SEAMLESS INTEGRATION

Since 1997, Locus has provided robust EHS and ESG management solutions to leading companies and government agencies. Headquartered in Silicon Valley, Locus delivers highly scalable software that has been proven to streamline environmental compliance, sustainability, reporting, and management challenges. Locus has 65 full-time employees plus 45 part-time staff and contractors distributed across the US, Europe, India, and Vietnam. Locus has seen a significant uptick in expansions within existing client accounts plus growth in its client base, product suite (Refrigerant Management, Sustainable Construction, Produced Water), in-house subject matter expertise, and European staff resources. Clients range from medium-sized businesses to Fortune 500 enterprises, such as Sempra, Corteva, Chevron, DuPont, Chemours, San Jose Water Company, The Port Authority of New York and New Jersey, Port of Seattle, and Los Alamos National Laboratory. Locus software products are cloud-native, multitenant solutions with a convenient and adaptable Platform + Applications model.

Neno Duplan, Founder & CEO. *Dr. Duplan is a pioneer in environmental information management and cloud-based sustainability solutions. As the founder and CEO of Locus Technologies, he has nearly 30 years of experience applying advanced computing to environmental, water, and energy industries. Locus has becume a global leader in on-demand environmental data management, helping organizations track and comply with sustainability and regulatory requirements. Dr. Duplan continues to drive cloud and AI-powered innovations for sustainability, ensuring companies can efficiently manage emissions, water, and compliance data.*

EBJ: Can you discuss Locus's growth strategy over the past few years? What factors have contributed to this growth, especially in international markets?

Duplan: Locus Technologies' growth strategy has been driven by a commitment to innovation, deep subject matter expertise, and a customer-first approach rather than aggressive acquisitions or unnecessary feature expansions. Our in-house team of environmental engineers and scientists plays a crucial role in shaping product development, ensuring that our solutions are practical, regulatory-compliant, and directly address industry needs.

This approach has fueled the recent release of specialty applications, including Refrigerant Management, Sustainable Construction, and Produced Water Management, each designed to solve pressing environmental challenges. The Platform + Applications model has been instrumental in our growth, offering customers modular solutions that integrate seamlessly into their operations without costly disruptions. This flexibility allows organizations to scale their environmental management capabilities efficiently.

Internationally, Locus has expanded its footprint by leveraging regulatory expertise and strategic partnerships. Our European expansion is a direct response to the increasing complexity of sustainability reporting requirements under the Corporate Sustainability Reporting Directive (CSRD). By providing hands-on guidance and software solutions that simplify compliance, Locus is positioning itself as a trusted partner for companies navigating these evolving regulations.

Additionally, we've strengthened our sustainability offerings through a strategic partnership with a leading expert in the «S» of ESG. This collaboration ensures our software not only addresses environmental compliance but also supports broader ESG initiatives with comprehensive data collection and analysis capabilities.

Looking ahead, Locus will continue to grow by staying ahead of regulatory changes, expanding our international reach, and developing targeted applications that solve industry-specific challenges—all while maintaining the flexibility and depth that have set us apart in the market.

EBJ: How have recent technology rollouts, such as the Locus Sustainable Construction and Refrigerant Management software, been received?

Duplan: The Locus Refrigerant Management and Locus Sustainable Construction applications have already been very well received by both clients and prospects—thanks in large part to our deep subject matter expertise. These solutions weren't built in isolation; they were developed with direct input from former industry practitioners and resident experts, ensuring they address real-world challenges with precision.

EBJ: Could you provide an in-depth overview of the Locus Platform? What are its core capabilities and how does it integrate with your clients' existing systems?

Duplan: Locus Platform (LP) is a fully cloud-native, multitenant SaaS solution designed to help businesses streamline environmental, compliance, safety, and sustainability management. The Locus Platform is built for scalability, configurability, and seamless integration. Thus, organizations of all sizes can efficiently manage their environmental and compliance data in one centralized system. It is important to note that the Locus Platform and applications are built using Locus, a claim that no competitor can make.

Key Features include: 1) unified Environmental, Health & Safety (EHS) and ESG management; 2) seamless integration with enterprise systems; 3) compliance automation & task management; 4) advanced reporting, data visualization, and GIS+; and, 5) mobile field data collection.

By centralizing compliance, streamlining workflows, and delivering real-time insights, Locus empowers businesses to stay ahead of regulatory changes, improve sustainability reporting, and enhance operational efficiency, all while reducing costs and administrative burden.

EBJ: Given Locus's operations across different global regions, could you

explain how your approach varies by region and the challenges each presents?

Duplan: Locus Technologies supports some of the largest multinational enterprises, and our global operations are tailored to meet the unique challenges of each region. A key pillar of our strategy is ensuring seamless, around-the-clock support for our clients—without outsourcing to third-party call centers. Instead, we've built dedicated, in-house teams across different time zones, ensuring that every customer interaction benefits from the deep expertise and direct engagement of our own environmental engineers, scientists, and software professionals.

Each region presents distinct challenges, requiring a nuanced approach:

North America: Our focus is on helping companies navigate complex federal and state-level regulations, such as EPA reporting requirements, air emissions tracking, and hazardous waste management. The regulatory landscape is highly fragmented, and Locus's software is designed to centralize compliance data across jurisdictions while supporting evolving ESG disclosure frameworks like SEC climate reporting mandates.

Europe: With the introduction of the Corporate Sustainability Reporting Directive (CSRD) and EU Taxonomy, European companies face significant changes in sustainability reporting. Locus has expanded its European operations to support these evolving frameworks, ensuring our software provides the depth and flexibility needed to align with EU-specific environmental and sustainability requirements. Additionally, our teams actively engage with local regulatory bodies and industry groups to stay ahead of policy shifts.

Asia-Pacific: Industrial and environmental regulations are rapidly evolving in this region, with countries such as China, Australia, and India adopting stricter environmental compliance standards. Locus works closely with enterprises operating in these markets to ensure data localization, language support, and regulatory alignment with local mandates. This includes specialized tracking for water quality, waste management, and carbon emissions—critical areas for businesses operating in heavy industries.

Latin America: Compliance requirements vary significantly across countries, but many companies operating in resource-intensive industries, such as mining and energy, face increasing scrutiny on water management, carbon emissions, and sustainability reporting. Locus's ability to integrate region-specific compliance workflows and multi-language support makes our platform an ideal solution for enterprises in these markets.

A key example of Locus's ability to deliver a single, globally adaptable solution is our recent implementation of a waste management system for a large multinational oil company. The client required a unified solution capable of managing compliance across multiple regulatory environments. Locus first configured and deployed the application for U.S. sites in alignment with EPA regulations. Immediately after, the same system was reconfigured to comply with South African waste regulations, ensuring that the company maintained a single system of record across its global operations. This streamlined compliance reporting, eliminated data silos, and reduced operational complexities while allowing for regulatory flexibility.

To further enhance our global operations, Locus recently added a team of developers in Vietnam, complementing our existing presence in Europe and India. This expansion fills a critical gap, creating a fully integrated 24/7 operation that enables continuous software development, support, and system monitoring. By strategically placing teams across multiple time zones, we ensure faster response times, continuous innovation, and uninterrupted service delivery for our global customers.

Beyond regulatory adaptation, Locus ensures that our regional teams understand and respect local business cultures while staying connected through the latest collaborative technologies. This enables us to deliver a unified, high-quality experience to customers worldwide while tailoring our approach to meet specific regional needs.

By maintaining a strong local presence and expertise in diverse regulatory landscapes, Locus continues to provide a truly global yet regionally adaptive platform—empowering multinational businesses to simplify compliance, centralize environmental data, and drive sustainability initiatives regardless of location.

EBJ: Can you describe how technology influences the strategic operations at Locus Technologies?

Duplan: Technology influences our strategic operations at Locus Technologies in two fundamental ways: talent and infrastructure. From the very beginning, Locus pioneered the use of SaaS in the EHS space—long before it was even called SaaS. As such, no competitor in our industry has a longer tenure in the cloud than Locus. This first-mover advantage has shaped our strategic direction and continues to drive innovation in environmental and compliance software.

A key investment decision made by Locus decades ago has proven to be the single most influential factor in our strategy: we committed to being 100% cloud-based within a multitenant architecture. While many software companies opted for quicker, cheaper, and more fragmented solutions, Locus took the long view—investing in a resilient, scalable, and future-proof platform.

Beyond infrastructure, technology is also our most powerful recruiting tool. The very nature of our platform attracts top-tier engineering talent, as they recognize the advantages of working on a cutting-edge system designed for long-term success rather than short-term fixes.

Looking ahead, Locus remains committed to leveraging AI, predictive analytics, and automation to further enhance environmental compliance, sustainability reporting, and data-driven decision-making for our customers.

EBJ: How has this focus evolved over recent years?

Duplan: Our philosophy at Locus Technologies has remained steadfast, but our technical foundation has continuous-

ly evolved to keep us ahead of the curve. Locus's true multitenant cloud architecture has allowed us to seamlessly integrate emerging technologies without the roadblocks that hinder others.

AI and Machine Learning: A Natural Progression

One of the most significant technological evolutions in recent years has been the advancement of AI and machine learning. Locus is uniquely positioned to leverage AI tools effectively. Our centralized, cloud-native platform enables AI-powered analytics, automated compliance & reporting, and natural language processing (NLP).

Automation & No-Code/Low-Code Customization

Another key evolution has been the expansion of automation and no-code/low-code configurability. Businesses today demand software that can adapt to their needs without requiring extensive custom development. Locus has enhanced its platform to enable custom workflows without coding, automated data ingestion and embedded business intelligence.

Global Expansion & 24/7 Operations

In recent years, Locus has further expanded its global presence, including the addition of a new development team in Vietnam, complementing our teams in India and Europe. This expansion fills a critical gap in our operations, ensuring a true 24/7 development and support cycle that accelerates innovation and enhances responsiveness for global customers.

Sustainability & Regulatory Adaptability

As ESG and sustainability reporting requirements have grown more complex, Locus has stayed ahead by enhancing CSRD & SEC reporting capabilities, expanding partnerships in ESG data collection, and advancing carbon and water management.

Locus ensures that our customers are always at the forefront of environmental compliance and sustainability innovation, backed by a technology stack designed for long-term growth, flexibility, and resilience.

EBJ: What new technologies or products are currently in development at Locus Technologies? How do you anticipate these will impact the industry?

Duplan: Our R&D efforts are focused on delivering industry-first innovations that push the boundaries of environmental, compliance, and sustainability software. Locus continues to lead the way in AI integration, advanced data analytics, and geospatial intelligence—all within a scalable, true-cloud platform.

1. AI-Powered Environmental Intelligence

Key AI initiatives currently in development include AI-driven predictive analytics, Natural Language Processing (NLP) for compliance & reporting, and AI-assisted data cleansing & anomaly detection.

2. Advanced Radiological, Water, and Emerging Contaminant Analytics

Locus has always been at the forefront of complex environmental data management. Currently, our R&D teams are focused on radiological data analysis & compliance, and next-generation water quality & emerging contaminants tracking.

3. Expanded GIS & Geospatial Intelligence Capabilities

Geospatial data plays a critical role in environmental management, from tracking contamination plumes to visualizing facility-wide compliance risks. Locus is expanding its GIS capabilities to enhance 3D mapping & spatial data modeling, integrate real-time IoT & satellite data, and improve risk modeling & predictive mapping.

4. Digital Transformation of Construction & Embodied Carbon Tracking

The construction industry is the largest in the world and contributes over 10% of global carbon emissions—yet it has been slow to undergo digital transformation. Locus is developing first-to-market solutions to expand Buy Clean & embodied carbon tracking tools, and automate compliance for construction permitting & waste tracking.

5. Enhancing Mobile & Offline Data Capabilities

Many of Locus's clients operate in remote locations (e.g., oil fields, mines, construction sites), where internet access is limited. Locus is actively expanding offline capabilities, and deploying AI-assisted mobile reporting.

EBJ: What are the current trends in Environmental Health & Safety Compliance, and how is Locus responding to these trends through your software solutions?

Duplan: The landscape of Environmental Health & Safety (EHS) compliance is evolving rapidly, influenced by regulatory uncertainty, increasing ESG scrutiny, AI adoption, and shifting global priorities. While many organizations struggle to keep pace, Locus's cloud-based, highly configurable platform ensures that our clients can adapt quickly and maintain compliance in an unpredictable environment.

One of the most pervasive trends in EHS compliance today is unpredictability. Organizations are facing federal workforce reductions impacting regulatory enforcement, shifting compliance priorities in response to political and economic changes and global regulatory divergence—particularly the growing gap between U.S. and EU regulations.

While companies have no control over policy shifts, they must remain compliant regardless of regulatory uncertainty.

With the Corporate Sustainability Reporting Directive (CSRD) gaining momentum in Europe, data collection and validation have emerged as top challenges for organizations. Many companies lack the infrastructure to centralize, verify, and report ESG data accurately. By removing the barriers to data integrity, Locus enables organizations to meet CSRD, SEC, and other ESG reporting mandates with confidence.

Also, AI is transforming how companies track, analyze, and manage compliance data. While AI adoption in EHS remains early-stage, forward-thinking organizations are already leveraging it. Locus

is at the forefront of AI integration in EHS compliance. Our platform's true-cloud, multitenant architecture enables seamless AI adoption.

While industries like finance and healthcare have embraced digital transformation, construction and industrial sectors remain behind—especially in EHS compliance. The construction industry alone accounts for more than 10% of global carbon emissions and faces increasing Buy Clean and embodied carbon tracking mandates.

Additionally, as organizations expand their environmental monitoring efforts, mobile and IoT-enabled compliance solutions are becoming critical.

And finally, there is an increasing focus on water quality and emerging contaminants (PFAS, Microplastics, etc.).

While the EHS compliance landscape is becoming more complex and unpredictable, Locus is committed to ensuring our customers can navigate these challenges with confidence. Through AI-driven analytics, cloud-based adaptability, advanced ESG tools, and mobile/IoT expansion, we continue to set the standard for modern environmental compliance solutions. Locus remains fully cloud-native and future-proof, ensuring that our clients always stay ahead of regulatory shifts, industry trends, and technological advancements.

EBJ: How has the field of Environmental Information Management changed in the past five years, and what changes have you made on your products/services to adapt to those changes?

Duplan: Over the past five years, the field of Environmental Information Management has undergone major transformations. Below are key industry changes:

1. The Rise of Emerging Contaminants (PFAS, Microplastics, and More)

2. Increasing Complexity in Water Quality & Air Emissions Regulations

3. The Need for More Powerful GIS & Spatial Data Visualization

4. Digital Transformation & Automation in EIM

5. Scalability & Cloud-First Compliance Management

EBJ: Looking forward, how does Locus plan to adapt its technologies and services in response to the rapidly evolving global environmental regulations and market needs?

Duplan: At Locus Technologies, we've built our technology and business model around adaptability, scalability, and futureproofing. Locus Platform was designed from day one to be configurable, no-code, and cloud-native.

This means that when new regulations emerge, contaminants are newly classified, or industries shift focus, Locus doesn't have to rebuild or pivot—our software already has the flexibility to seamlessly adjust. □