



INTEGRA
group

YEARBOOK 2025



By providing quality professional services, knowledge, data collection, analysis, and innovative solutions, we develop partnerships and work towards a world of progress, sustainable development, and a healthy environment.



Dear readers,

3

We are pleased to introduce a review of the activities and projects we engaged in during the year 2025 in the Czech Republic, Slovakia, and across many European and Asian countries and regions.

Last year, we worked on projects focused on the sustainable use of natural resources, environmental impact assessment, biodiversity conservation, research activities, and newly on the assessment of acceleration zones. We participated in addressing current environmental challenges, creating legislative instruments, preparing strategies, and implementing innovative solutions, such as new approaches to climate change adaptation.

One of our significant milestones is the launch of the "Respecting Nature: Czech National Parks Partnership" project. As part of the partnership, we are creating a new framework for communication

and professional development together with all four Czech national parks and two universities.

In 2026, Integra Consulting is celebrating 20 years of its existence. Over two decades, also thanks to your cooperation, we have created a strong team of experts who specialize in providing complex services in the field of environmental protection. We will continue to improve the quality and efficiency of our services through building further expertise, using AI tools in data processing and analysis, and developing cooperation with international partners.

Thank you for your trust and cooperation. We look forward to the joint activities that are waiting for us during the next ten years.

On behalf of INTEGRA Group



Michael Hošek



Jan Dušek



Martin Smutný



Jiří Dusík



Vladimír Rimmel

TABLE OF CONTENTS

- [Said about us](#) 5
- [Our team](#) 6
- [Where do we work](#) 7
- [Highlights of 2025](#) 8
- [Our activities](#) 9
 - [Environmental Impact Assessment](#) 9
 - [Nature conservation](#) 13
 - [Fieldwork / biodiversity surveys](#) 16
 - [Research and strategy](#) 19
 - [Education, development, and social responsibility](#) 21
- [Contact us](#) 24

Said about us

We have been cooperating with Integra Consulting longterm, using their services for EIA documentation, both small and large scale projects. We highly appreciate their professional and proactive approach, reliability, and quality support throughout the entire process. Integra Consulting is our experienced and trustworthy partner.

Ing. David Štefanovič

DELTA Group CZ

I have been working with Integra Consulting for many years on the preparation of PPP projects in the areas of sustainability assessment and large-scale investment project financing (sustainable finance). I appreciate their ability to combine environmental expertise with rapidly developing topics including ESG and investment financing in line with global and regional sustainability standards. I look forward to seeing them apply their expertise in environmental protection and sustainable development while collaborating with the global business community.

Mgr. Petr Dovolil

Expert Guarantor to the Presidium, Czech Business Council
for Sustainable Development

Our team

6



[Get to know us!](#)

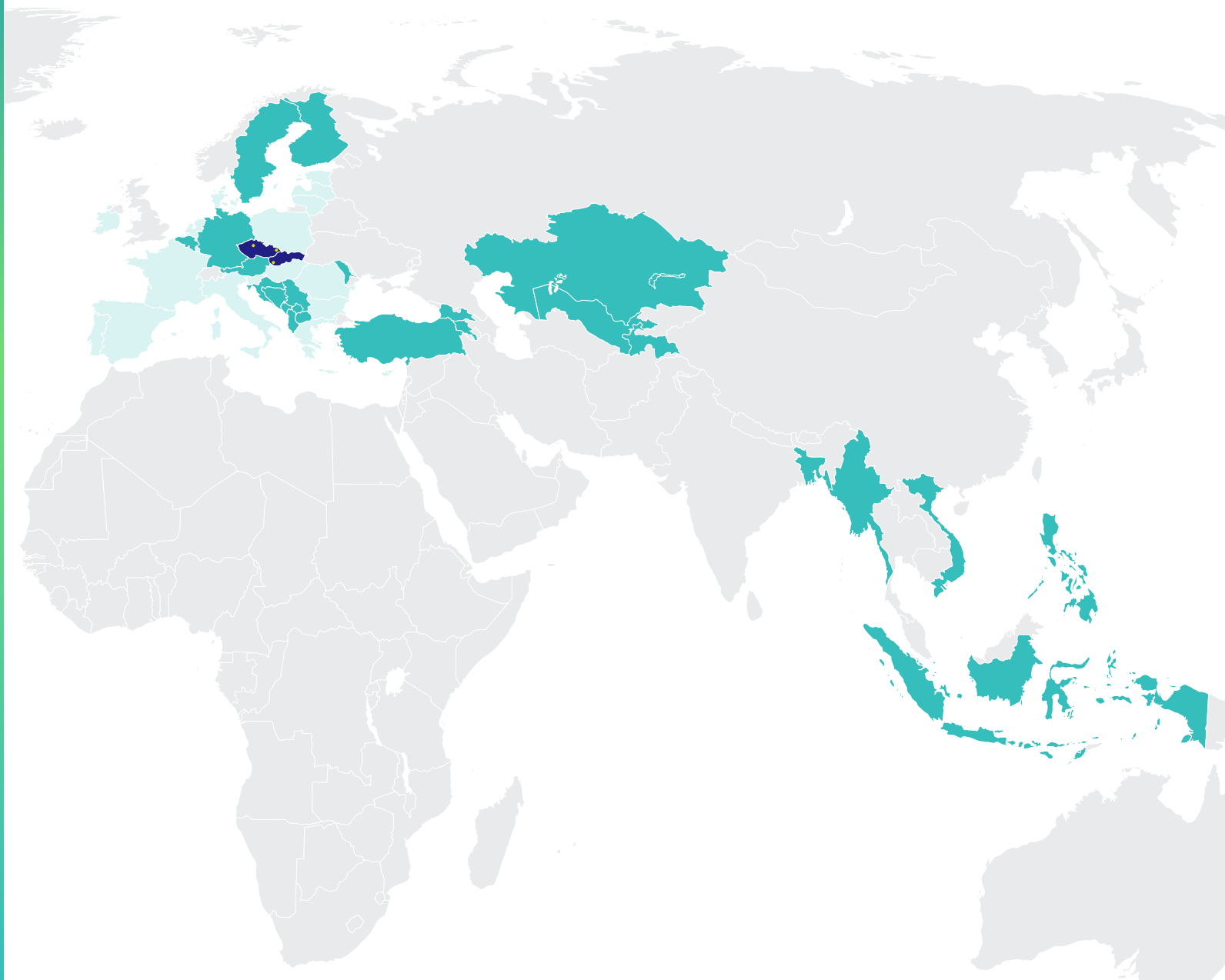
Where do we work

7

● kanceláře INTEGRA Group

● projektové aktivity

● aktivity v EU



Highlights of 2025

Acceleration zones

We prepared a biological assessment of proposed "acceleration zones", a set of areas dedicated to accelerated and simplified construction of renewable energy sources, for the Ministry of the Environment. Thanks to our recommendations, conditions were set to ensure that renewable energy sources would not negatively affect nature and the landscape in the areas.



Landscape Policy of the Czech Republic

We coordinated the preparation of the strategic Landscape Policy document, which has been approved by the government in October 2025. Together with the [Research Institute for Landscape](#) and experts on the topic, we set priorities and targets for landscape management and provided support to the Ministry of the Environment during the evaluation of the proposals. The result is a balanced strategy that shows the way to sustainable management and restoration towards a resilient landscape.

Power plant on the Murat River, Eastern Turkey

We have been coordinating the biological monitoring for ENERGO-PRO at the Alpaslan II dam in the Eastern part of Republic of Türkiye. Following the research, the energy company has been improving the plan for implementing mitigation and compensation measures connected to the hydroelectric power plant. In 2025, we jointly set new measures to improve the amount of fish and land organisms affected by the construction of the dam.

Our Activities

Environmental Impact Assessment

The Strategic Environmental Assessment (SEA) and Environmental Impact Assessment (EIA) are among INTEGRA Group's most important activities in the Czech Republic and many other countries worldwide. We provide complete coordination of SEA and EIA, including the preparation of relevant surveys, analyses, documents, communication with authorities, and public consultations.

Our team includes experts authorized in SEA, EIA, Natura 2000 and biological assessments.

In 2025, we processed dozens of environmental impact assessments in the Czech Republic and abroad. Among our most interesting projects were:



Sustainable development and nature conservation in the Aral Sea region

In 2025, we successfully completed the implementation of the three-year project “Improving Regional and Sectoral Development Plans using SEA in the Aral Sea Region”, funded by the German Agency for International Cooperation (GIZ).

Together with project partners including the Ministry of Ecology, Geology, and Natural Resources of Kazakhstan and the State Committee for Ecology and Environmental Protection of Uzbekistan, we integrated environmental protection into regional development strategies in Kazakhstan and into the national Forestry Roadmap for 2022–2023 in Uzbekistan through three pilot SEAs.

We organized SEA training for state officials and experts from the regions and prepared national methodological recommendations for impact assessment.



Impact assessment for a wind power plant

We completed the EIA for a proposed project of a wind power plant at the municipality Hradčany-Kobeřice. The project aims to construct four wind turbines with a capacity of up to 7.2 MW and a height of 247 meters. At maximum capacity, the power plant would be able to cover the energy consumption of up to 20,000 households.

For our client, we completed a full EIA process, including overall coordination, relevant analyses and field surveys, preparation of the scoping and EIA reports, and communication with the Olomouc Regional Authority as the EIA Competent Authority and other stakeholders.

The Olomouc Regional Authority issued a positive final opinion on the EIA process, and the planned wind turbines can be built as long as the project follows the conditions resulting from the EIA process.

EIA for the DOMOSADY Residential Complex Project

We prepared the EIA report for the construction of the DOMOSADY residential complex in Koplotovce (Slovakia).

The rural-style residential project combines housing with agricultural use of the land. The project is focused on an environmentally friendly approach, using materials such as wood and straw and including rainwater management.

As part of the climate impact assessment and fulfillment of social responsibility principles, we prepared a carbon footprint analysis, including greenhouse gas emissions, energy needed for heating and cooling over the standard lifespan of the building. All has been done according to international certification rules.

Based on the analysis, we rated the DOMOSADY project as highly sustainable. After corrections, the resulting carbon footprint meets strict low-emission standards (e.g., BREEAM Outstanding or DGNB Platinum). The project is well-suited for a changing climate.

Strategic Environmental Assessment for the Concept of navigation of the upper Elbe to Pardubice

The Concept addresses the issue of making the middle part of Elbe navigable between the towns of Chvaletice and Pardubice. It elaborates several specific projects including spatial alternatives for building the Přelouč II river weir and the port in Pardubice, which would allow extending the waterway by 23 km on a currently non-navigable section of the Elbe.

For the Directorate of Waterways of the Czech Republic, we carried out the Strategic Environmental Assessment (SEA) for the Concept, including Natura 2000 assessment, biological surveys (in particular insect monitoring and fish population monitoring (ichthyological monitoring) in the middle Elbe area, prepared scoping and SEA reports.

As a follow up project, we are currently part of the team that has been conducting EIA for the "Přelouč II river weir" project for the Directorate of Waterways of the Czech Republic.



Existing Přelouč river weir

In the field of Environmental Impact Assessment, we can offer:

- Environmental analyses
- Development of policy and strategy documents, methodologies, and handbooks
- Complete coordination of SEA and EIA procedures
- Assessment of potential impacts on Natura 2000 sites and human health (HIA)
- Climate change impact assessment
- Coordination of public participation and stakeholder involvement
- Management of cross-border and international projects
- Organization and leading of study tours and transfer of knowledge and experience between countries

All of our services can be found [on our website](#).

Nature Conservation

The company focused on assessing impacts on nature and landscape, designing practical measures for nature conservation and biodiversity development, is primarily DHP Conservation. Since 2014, we have been working on environmental protection, emphasizing natural resources and their sustainable use across Europe, and creating adaptation measures for climate change. We often prepare documentation for permits for renewable energy projects within the Unified Environmental Opinion.

We work out in the field, conduct biological surveys, and reduce the risks of environmental damage through biological supervision at construction sites. We provide consultations, planning, implement projects, communicate with stakeholders and facilitate meetings for our clients. We also provide education and skill development in the area of nature conservation.

In 2025, we worked on more than 20 nature conservation projects both in the Czech Republic and abroad. These projects included:



Development Cooperation in Georgia

Last year, DHP Conservation engaged in long-term development cooperation with Georgian experts.

With the support of UNDP and the Ministry of Foreign Affairs of the Czech Republic, DHP Conservation coordinated the preparation of the management plan for the Truso Protected Landscape (part of the Greater Caucasus Range).

By engaging in development cooperation and supporting local institutions and communities, we create opportunities for long-term cooperation in various sectors, including nature conservation, economics, and technological development.

Impact assessment of photovoltaic power plant construction in Karviná region

We prepared environmental impact assessments of three planned photovoltaic power plant sites near Karviná for EnercoNet.

We focused on former brownfield areas with rich biodiversity and carried out a survey focused on the occurrence of vertebrates, rare plants, insects, and bats.

We prepared the official impact assessment under the Act on Nature and Landscape Protection (§ 67) and proposed specific mitigation and compensation measures to protect valuable species.

Biological Screenings (including a survey for apartment construction in Prague – Čakovice)

Since 2024, in response to new legislation (Act No. 148/2023 Coll. on the Unified Environmental Statement), we have begun providing clients with specialized biological screenings, including documentation and preparation of the application for the Unified Environmental Opinion.

In 2025, we prepared more than 50 biological screenings for clients. We worked on projects focused on renewable energy sources, industrial operations or construction of residential buildings.

We assess potential impacts on the environment and map how a construction or project can affect surrounding nature. Each screening includes measures to mitigate or compensate for the negative impacts of the construction.

The environmental protection authority requested a field survey aimed at verifying the presence of protected species in an area with planned apartment construction in Prague – Čakovice. The field survey allowed us to specify the proper measures to mitigate risks to nature during the construction.

In the field of Nature Conservation, we can offer:

- Consultation on the EU environmental legislation, particularly so called thwe EU Nature Directives (Habitats Directive and Birds Directive))
- Planning of objectives and measures connected to management of protected areas
- Impact assessments under Article 6.3 of the Habitats Directive
- Biological assessment under §67 of the Act on Nature and Landscape Protection
- Biological surveys and biodiversity monitoring
- Landscape character assessment
- Analysis of environmental limits of territories (screening)
- Dendrological surveys and permits for interventions
- Consultation services for environmental corporate social responsibility
- Preparation of thematic projects and their implementation
- Mediation, dispute negotiation, and conflict resolution

Fieldwork

We conduct biological surveys and biodiversity monitoring across a variety of projects. As part of preparing management plans for specially protected areas, we monitor the presence of plants and animals. We provide biological surveys as a basis for assessing and evaluating constructions that include transport infrastructure, industrial areas, or renewable energy sources.

Biomonitoring of transport infrastructure projects is a significant part of our work. We monitor living organisms in an affected area before, during, and after construction.

In the past year, we provided biological surveys for more than 30 projects across the Czech Republic, including:



Processing Surveys and Management Plans for Specially Protected Areas for the Vysočina Region

We launched the preparation of management plans for 43 Natural Monuments and Nature Reserves for the Vysočina Regional Authority.

For strong background, we thoroughly investigated the presence of more than 20 groups of organisms in these specially protected areas.

In addition to basic groups of animals, such as amphibians, reptiles, or birds, our specialists also surveyed specific groups, such as spiders, caddisflies, or mayflies.



The dice snake was found in Big Rock Natural Reserve in 2025
(photo: April 30, 2025 Vlastimil Bogdan)

A pair of endangered red-backed shrikes raising young during and after the construction
(photo: July 2, 2025, Vlastimil Bogdan)



Biomonitoring of D6 Highway construction, Krupá

From 2020 to 2026, we monitored the habitats and the occurrence of important species of plants, insects, amphibians, reptiles, birds, and mammals before, during, and after the construction of the D6 highway in the Krupá section for the Road and Motorway Directorate.

Biomonitoring was conducted at 14 sites near the D6 construction, including lakes, streams, wetlands, meadows, and forests.

Based on the monitoring, we designed and installed temporary migration barriers for small vertebrates, secured amphibian transfers, reduced invasive plant species, and protected habitats where significant species live.

In the area of fieldwork, we can offer:

- Comprehensive biological surveys
- Inventory surveys of protected areas
- Dendrological surveys and obtaining permits for interventions
- Biological supervision during project implementation
- Biodiversity monitoring before, during, and after construction
- Surveys for obtaining exemptions from protection conditions for specially protected species

All of our services can be found [on our website](#).

Research and Strategy

We work on developing strategies and methodologies both in the Czech Republic and internationally. We engage in research projects, prepare strategies and formulate policy recommendations for legislative bodies and public institutions in partner countries. We regularly participate in research initiatives, closely monitor development in legislation and sustainability trends. Furthermore, we actively integrate new technologies into our work.

For our clients, we coordinate planning processes and prepare strategic documents and methodologies. We conduct surveys and prepare studies that enable stakeholders to make well informed decisions. Then we work together to put these plans and strategies into practice.

Landscape Policy of the Czech Republic

In 2025, Integra Consulting coordinated the development of the Landscape Policy of the Czech Republic.

This nationwide project, commissioned by the Government of the Czech Republic, resulted in a long-awaited strategy for the sustainable use and development of the Czech landscape.

Integra Consulting coordinated the work of more than a hundred experts across public administration, academia, the private sector, and non-governmental organizations.

The Landscape Policy is now available on the website www.politikakrajiny.cz. In 2026, we keep on working on the preparation of the Landscape Policy implementation plan.

Methodology for Natura 2000 impact assessment

A key milestone achieved by DHP Conservation in 2025 was the introduction of a new methodology for assessing impacts on Natura 2000 sites.

The foundation of the updated approach is based on an applied research project "Methodology for assessing the significance of loss of natural habitats and species habitats in impact assessments under § 45i of the Act on nature and landscape protection", that DHP Conservation prepared for the Technology Agency of the Czech Republic (with the Ministry of the Environment of the Czech Republic as the final beneficiary).

The updated methodology was certified by the Ministry of the Environment of the Czech Republic and is actively utilized in impact assessments.

LIFE PAME-Europe (Protected Area Management Effectiveness)

DHP Conservation participates in a pan-European project aimed at unifying the evaluation system for management effectiveness in protected areas.

The evaluation system is used mostly by the European Commission and the European Environment Agency.

European institutions, together with Parks & Wildlife Finland, oversee the methodology and verify its effect across 45 pilot sites throughout Europe.

Under the [LIFE PAME-Europe project](#), DHP Conservation organizes international conferences to facilitate effective information exchange and works to integrate the methodology across Europe and in the Czech Republic.

All of our services can be found [on our website](#).

Education, Development, and Social Responsibility

Connecting people and experts in the area of environment protection, sharing knowledge, and promoting development cooperation are vital not only to our work but also to the long-term sustainable development of our planet. We organize study tours to exchange insights on environmental protection and its integration into infrastructure, covering sectors from construction to energy production.

Through educational and development initiatives, we actively contribute to environmental improvement. DHP Conservation is a member of the EUROPARC Federation, which unites organizations dedicated to caring for protected areas. Members of the INTEGRA Group also support the Nature Conservation Forum expert platform.



SEA/EIA Conference 2025

Every two years, the Regional Center for EIA, in cooperation with Integra Consulting, organizes the SEA/EIA Conference.

The 14th conference took place on April 9–10, 2025, in Rožnov pod Radhoštěm.

The event brings together 150 experts from the Czech Republic and Slovakia, including representatives from the Ministry of the Environment of the Czech Republic.

The conference offers a unique opportunity to discuss current methodological assessment practices and practical insights from the field.

Respecting Nature: Czech National Parks Partnership

Under the Swiss-Czech Cooperation Programme, DHP Conservation joined a project titled "[Respecting Nature: Czech National Parks Partnership](#)".

As the technical lead, DHP coordinates the project's awareness activities in collaboration with all four Czech national parks, the Faculty of Science at Charles University, and the Faculty of Science at Palacký University Olomouc.

We are managing the creation of a unified brand "Czech National Parks" and a website featuring essential information on all national parks.

The new brand and educational programs will be supported by a communication campaign as well as physical activities.

Expert lead of Adapterra Awards

Integra Consulting serves as the expert lead for the Adapterra Awards, through which we identify and promote innovative climate change adaptation tools.

Communication Training

Through Integra Consulting, we delivered specialized training for the State Nature Conservancy of the Slovak Republic focused on stakeholder engagement and effective communication with landowners and land users in nature conservation.

We organized three intensive two-day training sessions and created a communication manual for nature conservation specialists.

In the area of education and development, we can offer:

- Educational programs and professional training courses in the area of environmental protection
- Support of public and stakeholder communications connected to nature conservation
- Preparation of educational materials in partnership with practitioners, academic institutions, and protected area managers
- Facilitation of expert meetings and public consultations
- Presentations on environmental protection topics tailored for corporate entities, public administration, educational institutions, and non-governmental organizations

All of our services can be found [on our website](#).

