## Appendix

## Table AI.

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Table indicating	the comp	rohoneitto	data	and horing	otrotomy
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Research activity	No. of participants	s Period	Participants/source	Duration
Individual	3	June – October	Top managers and middle manager from	1 h each
discussions	0	2011 March –	sustainability division	
Document analysis and literature review	0	November 2011	Publically available reports, websites, and related literature	
Group discussion	17	September 2011	All levels of management; employees from	3 h
-		-	various divisions and functions including sustainability employees	
Individual	3	February –	Middle managers from sustainability	1 h each
discussions	15	October 2012	division	
Individual interviews	15	July – November 2013	Employees from different levels of management, various divisions and	Average 1 h 30
		2013	functions excluding those in the	min each
			sustainability division	
Group interviews	36 in 5	September –	Employees from different levels of	3 h
	groups	November 2013	management, various divisions, geographic	2
			areas and functions excluding those in the sustainability division	
Feedback verification	5	November 2014	Employees in the sustainability division	3 h
discussion			from all management levels	
Individual	2	August and	Middle managers from the sustainability	1 h each
discussions	0	November 2014 March –	division	
Document analysis and literature review	0	November 2015	Publically available reports, websites, and related literature	
Individual	3	February and	Middle managers from the sustainability	1 h each
discussions		June 2016	division	
Individual interviews	11	August -	Employees from different levels of	Average
		September 2016	management, various divisions and	1 h 30 min each
			functions including those in the sustainability division	mm each
Feedback verification	7	May 2017	Employees from different levels of	3 h
session			management and various divisions	
			including those in the sustainability	
Feedback verification	10	A	division	3 h
Feedback verification	13	August 2017	Executive management from various functional areas and geographic areas	зn
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