**Table A4.** Survey on female leadership and sustainability. Section 4 – Contributions and challenges of a Female Sustainability Leader.

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| What do you think are the typical traits of a female leader that increase the effectiveness of implementing sustainable development strategies? (you can select more than one answer) | * Ability to empathize and listen * Predisposition to sharing and collaboration * Greater sensitivity to environmental/social issues * Flexibility * Problem-solving * Overall and long-term vision of the surrounding reality * Other: |
| What elements do you think most hinder a female leader's efforts to implement sustainable practices? (you can select more than one answer) | * Lack of support from top management due to gender biases * Lack of sharing the same values on sustainability issues * Lack of dialogue and collaboration on sustainable issues * Lack of interest * Lack of funds * Lack of materials/resources/skills * Other: |
| What actions do you think are needed to overcome the challenges and ensure adequate sustainability leadership? |  |
| Any other comments? |  |