

## Supplementary Material

The semi-structured interviews.

The semi structured interviews had a focus on VNP governance performance, its key strengths and weaknesses and what changes (if any) in the park governance systems the interviewee would suggest improving its performance. It offered also an open question for any other additional comments. Most respondents provided responses in a written form, but some were done orally, led by the first author. We had 23 such semi-structured interviews, covering a wide range of VNP stakeholders, that provided informative data on the park performance that was used for our analysis.

Table S1. The guiding questions in the semi-structured interviews.

1. Name and role of the interviewee.
2. How has the VNP governance system been performing?
3. What are its key strengths?
4. What are its key weaknesses?
5. What changes needs to be made in VNP governance?
6. Any other comments for possible improvement of the park governance?