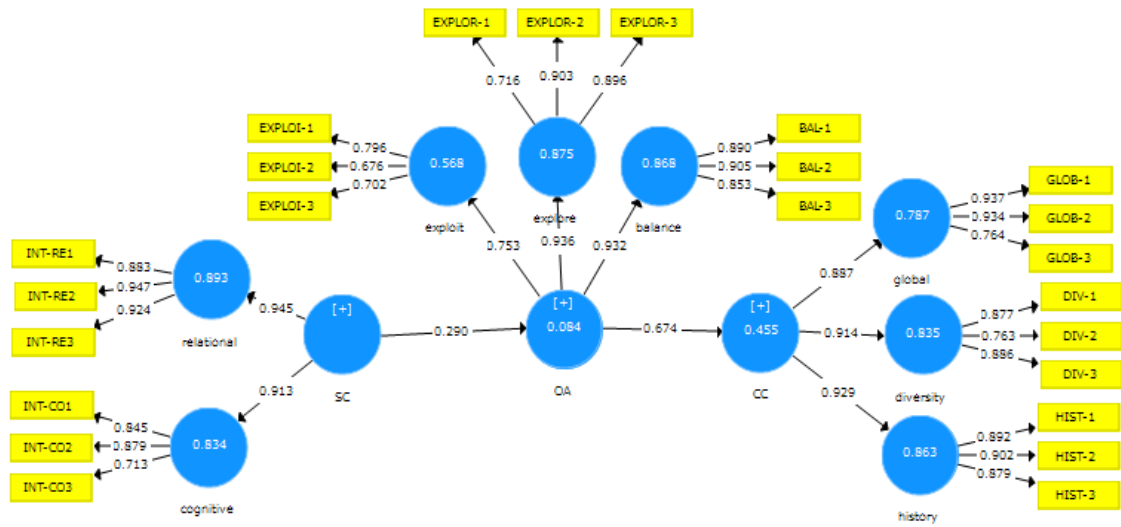
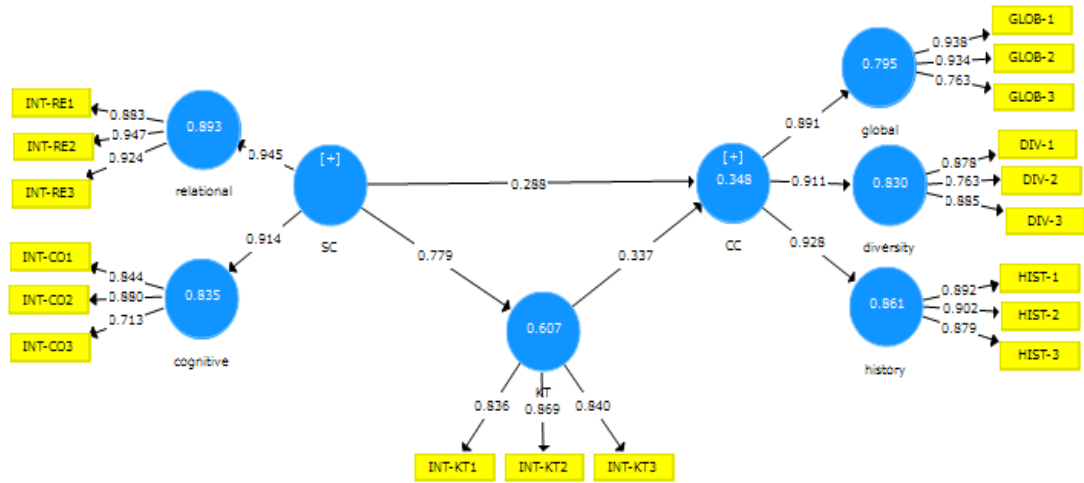


## Appendix 4.1 PLS-SEM in the absence of KT (Knowledge Transfer) (Internal)



**Appendix 4.2 PLS-SEM in the absence of OA (Organisational Ambidexterity)  
(Internal)**



**Appendix 4.3 PLS-SEM in the absence of KT (Knowledge Transfer) (External)**

