

## Annexes

### Annex 1: Semi- structured interview

What follows are the questions that were prepared for the informants' interviews. It should be said that these are semi-structured questions since other questions of interest arose throughout the interview.

#### Semi-structured interview format

1. Can you tell me a little bit about yourself and the role you play in the family business?
2. How is ownership distributed in the company?
3. Who makes the decisions in the company?
4. And when it comes to innovation, who makes the decisions?
5. Do you feel identified with the company?
6. Why did you decide to work here?
7. Would you like the company to remain in the hands of the family?
8. How has the intergenerational knowledge transfer been carried out?
9. How do you feel about the company?
10. What have been the keys to success for the survival of the business?
11. Has your company introduced new or improved products?
12. Has your company introduced new or improved production processes?
13. Who leads innovation processes?
14. Has the work been carried out only within the company or have other organisations also been involved?
15. How many R+D+I projects does the company have?
16. Do you think it is important for family businesses to innovate?
17. Do you think it is important for innovation to have good relationships with customers, suppliers, and the company's own workers?
18. Is it important for the company's innovation to learn and share new knowledge? How? Who is involved or what sources are involved?

### Annex 2: Emergent questions

The following questions are an example about the result of direct interaction with key research participants at the time of the interview.

1. Who are the members of this board of directors?
2. Why did you decide to draw up this family protocol?