

## Annex B. The Experts' Qualifications Accordance with the Criteria

**Table B.1.** The experts for individual interviews accordance in accordance with the criteria (created by the author)

No	Gender	Age	Education	Work experience/ related to Industry 4.0	Industry
E1	M	33	Manufacturing technology. Master for Business Administration	Top management/ Three different factories/ / 4 years of Industry 4.0	Furniture manufacturing
E2	F	35	Business management, master's degree	Top management/Three different factories/ 4 years/ 4 years of Industry 4.0	Furniture manufacturing
E3	M	48	Business management and engineering, PhD	Middle management / Industry 4.0 solutions implementation, more than 5 projects / 4 years of Industry 4.0	Furniture and timber industry
E4	M	51	Engineering and management, master's degree	Top management/ More than 20 years in manufacturing/ Two different factories in industry 4.0/ 6 years of Industry 4.0	Furniture manufacturing
E5	M	55	Engineering and technology, master's degree	Top management/ More than 20 years in manufacturing/ Two different factories in industry 4.0/ 6 years of Industry 4.0	Furniture manufacturing
E6	M	32	Business management, MBA	Middle-level management for business development/ Industry 4.0 implementation	Furniture manufacturing
E7	M	32	Computer science	Middle-level management Data analytics/ Industry 4.0 implementation	Furniture manufacturing
E8	M	30	Economics, master's degree	Middle-level management/ Industry 4.0 implementation	Furniture manufacturing

Continued Table B.1

No	Gen der	Age	Education	Work experience/ related to Industry 4.0	Industry
E9	M	30	Production management, master's degree	Middle-level management in production/ Industry 4.0 implementation	Furniture manufacturing
E10	M	40	Wood technology, master's degree	Top management/ More than 10 years in manufacturing/ Two different factories in industry 4.0/ 6 years of Industry 4.0	Furniture manufacturing
E11	M	45	IT, master's degree	Top management/ More than 10 years of production optimisation solutions/ more than 5 Industry 4.0 projects	Furniture and window manufacturing, consulting
E12	M	33	Business management, MBA	Top management/ More than 5 years in manufacturing/ more than 5 Industry 4.0 projects/ 6 years of Industry 4.0	Paper manufacturing
E13	M	59	Production management, master's degree	Top management/ More than 20 years in manufacturing/ more than 5 Industry 4.0 projects/ 6 years of Industry 4.0	Paper manufacturing
E14	M	55	Bachelor's degree in engineering. MBA	Top management/ More than 20 years in manufacturing/ more than 5 Industry 4.0 projects	Furniture and timber industry, association
E15	M	60	Higher education in engineering;	Top management/ More than 20 years in manufacturing/ more than 5 Industry 4.0 projects	Metal engineering, industry association
E16	M	65	Higher education in engineering	Top management/ More than 20 years in manufacturing/ more than 5 Industry 4.0 projects	Metal engineering, industry association
E17	M	34	Higher education in economics, MBA	Top management/ More than 10 years in manufacturing/ more than 5 Industry 4.0 projects/ 4 years of Industry 4.0	Wooden floor manufacturing

End of Table B.1

No	Gender	Age	Education	Work experience/ related to Industry 4.0	Industry
E18	F	35	Human Resource and business management, MBA	Top management/ More than 5 years in manufacturing/ more than 5 Industry 4.0 projects/ 4 years of Industry 4.0	Wooden floor manufacturing

**Table B.2.** Experts' for focus group demography

No	Gender	Age	Education	Work experience/ related to Industry 4.0	Industry
FG1	F	40	Management and organisational psychology	Top management/ More than 10 years in manufacturing/ more than 5 Industry 4.0 projects/ 6 years of Industry 4.0	Furniture manufacturing
FG2	M	45	Top management Product development and innovation	Top management/ More than 10 years in manufacturing/ more than 5 Industry 4.0 projects/ 6 years of Industry 4.0	Furniture manufacturing
FG3	M	45	Top management IT	Top management/ More than 10 years in manufacturing/ more than 5 Industry 4.0 projects/ 6 years of Industry 4.0	Furniture manufacturing
FG4	M	40	Top management Production	Top management/ More than 10 years in manufacturing/ more than 5 Industry 4.0 projects/ 6 years of Industry 4.0	Furniture manufacturing