REVIEW
of the official reviewer of the dissertation of
Alexander Neske on the topic «Managing Sustainability-Related Complexity in Supply Chains: A Capability-Based Managerial Framework for Organizational Response», for the degree of Doctor of Philosophy (PhD)
on the educational program 8D04101 – «Management»

№ No.	Criteria	Compliance with criteria (one of the answer options should be marked)	Justification of the official reviewer's position (comments in italics)
1.	The topic of the dissertation (as of the date of its approval) corresponds to the directions of scientific development and/or state programs	1.1 Compliance with priority directions of science development or state programs: 1) The dissertation was carried out within the framework of a project or targeted program financed from the state budget (specify the name and number of the project or program) 2) The dissertation was carried out within the framework of another state program (specify the name of the program); **3) The dissertation corresponds to the priority direction of science development approved by the Higher Scientific and Technical Commission under the Government of the Republic of Kazakhstan (specify the direction)**	*The dissertation addresses a scientifically significant and practically relevant research problem concerning organisational responses to sustainability-related complexity in supply chains. Its focus is consistent with Kazakhstan's scientific priorities in environmental sustainability and responsible resource management, particularly the priority direction of "Ecology, Environment and Nature Management" identified for 2024–2026. The research also aligns with national strategic objectives reflected in the Concept for Transition to a Green Economy, the Environmental Code of the Republic of Kazakhstan and the Strategy for Achieving Carbon Neutrality by 2060.* *The dissertation contributes to these objectives through the development of an empirically grounded taxonomy of Packed Business Capabilities, a capability-based Organizational Response Model (ORM) and a GRI-anchored Capability Maturity Score (CMS). The empirical analysis of sustainability disclosures from 11 major Kazakhstani companies further demonstrates the relevance of the research to national priorities concerning sustainable industrial development, environmental governance and organisational sustainability performance.*
2.	Importance for science	The work **does**/does not make a significant contribution to science, and its importance is well - **disclosed**/not disclosed.	*The dissertation makes a significant contribution to the advancement of scientific knowledge in sustainable supply chain management, organisational sustainability governance and capability-based management. It addresses an important research gap concerning how organisations interpret, prioritise and respond to sustainability-related complexity within multi-tier supply chains, moving beyond the identification of sustainability drivers, barriers and practices towards a*

			more systematic understanding of the mechanisms underlying organisational responses. *The scientific significance of the research lies particularly in its integration of Social Systems Theory with institutional, stakeholder and capability-based perspectives to explain how organisations selectively develop, configure and coordinate capabilities in response to external sustainability requirements. The proposed taxonomy of Packed Business Capabilities, structured across the Strategy, People, Process and Technology domains, provides an empirically informed framework for examining organisational responses to sustainability-related challenges.* *A further contribution is the development of the capability-based ORM, which identifies two routing conditions: perceptual convergence and prevalent cross-firm orchestration and distinguishes four organisational response configurations. This framework advances the conceptual understanding of how organisations balance internal capability development with inter-organisational collaboration under different institutional and operational conditions.* *The dissertation also makes a methodological contribution through the operationalisation of the proposed framework using a GRI-anchored, 30-indicator CMS. Its application to sustainability and annual reports from Kazakhstani companies demonstrates how the conceptual framework can be translated into a structured diagnostic instrument. The integration of qualitative empirical evidence from German organisations with corporate disclosure analysis in Kazakhstan further supports the development of context-sensitive theoretical propositions, while recognising the limitations of cross-context comparability.* *To sum up, the dissertation demonstrates scientific significance through its combination of theoretical synthesis, empirical investigation and methodological operationalisation. Its contributions provide a foundation for further research on organisational capability development, sustainability governance and inter-organisational coordination. Although the predictive relationships between the proposed response configurations and organisational performance outcomes require further empirical validation, this limitation does not*

			diminish the value of the dissertation as an original, theory-informed contribution to management and sustainable supply chain research. The scientific importance of the work is clearly articulated and substantiated throughout the dissertation.
3.	Principle of autonomy	Level of autonomy: **<u>1) high;</u>** 2) medium; 3) low; 4) no independence.	*The dissertation demonstrates a high level of research independence, reflected in the doctoral candidate's systematic formulation of the research problem, selection and justification of the theoretical and methodological approaches, execution of the empirical investigations, and development of an original capability-based managerial framework.* *The candidate demonstrates the ability to integrate multiple theoretical perspectives, including Social Systems Theory, institutional theory and dynamic capabilities, into a coherent research design addressing sustainability-related complexity in supply chains. The abductive research approach combines two complementary empirical investigations: a qualitative multiple-case study involving 23 semi-structured interviews across 17 German organisations and a qualitative content analysis of 20 sustainability and annual reports from 11 Kazakhstani companies.* *The research demonstrates analytical independence through the systematic identification and classification of Packed Business Capabilities, the formulation of comparative propositions and institutional mechanisms, and the subsequent development of the ORM. The candidate further translates the conceptual framework into a GRI-anchored CMS, supported by explicit scoring procedures and a formal classification function. The documentation of coding procedures, methodological decisions and sensitivity analyses provides evidence of systematic research practice and methodological transparency.* *The dissertation also demonstrates critical academic judgement through its recognition of methodological limitations, particularly those associated with differences between the German and Kazakhstani empirical datasets and the need for further validation of the proposed model's outcome relationships. The candidate's ability to distinguish*

			established findings from propositions requiring future empirical testing is a positive indication of scholarly maturity. *The dissertation provides overall convincing evidence of the candidate's capacity to undertake independent doctoral-level research, integrate theoretical and empirical evidence, develop an original conceptual and methodological contribution, and critically evaluate the scope and limitations of the findings. I therefore assess the level of research autonomy as high.*
4.	Principle of internal unity	4.1 Justification of the relevance of the thesis: **1) justified;** 2) partially justified; 3) not substantiated.	*The relevance of the dissertation is convincingly justified through the identification of sustainability-related complexity as an increasingly significant challenge for organisations operating within multi-tier supply chains. The research addresses the growing need to manage regulatory requirements, stakeholder expectations, information asymmetries and inter-organisational coordination. The author establishes a clear research gap concerning how organisations develop and configure capabilities to respond systematically to these challenges. The investigation of German and Kazakhstani organisational contexts further demonstrates the scientific and practical relevance of the research problem. The relevance of the dissertation is adequately substantiated through its theoretical foundations, empirical context and clearly articulated research objectives.*
		4.2: The content of the dissertation reflects the dissertation topic: **1) correspond to;** 2) partially correspond; 3) do not correspond.	*The content of the dissertation fully corresponds to its stated topic, "Managing Sustainability-Related Complexity in Supply Chains: A Capability-Based Managerial Framework for Organizational Response". The theoretical discussion establishes the conceptual foundations of sustainability-related complexity and organisational capability development. The empirical investigations examine how organisations respond to sustainability requirements in different institutional contexts, while the subsequent analysis develops and operationalises a capability-based ORM. The progression from theoretical conceptualisation to empirical investigation, model development and managerial recommendations is consistent with the dissertation's central research focus. No substantial deviation from the stated topic is identified.*

		4.3. The purpose and objectives correspond to the topic of the dissertation: **<u>1) correspond to;</u>** 2) partially correspond; 3) do not correspond.	*The purpose and research objectives are clearly aligned with the dissertation topic. The overarching aim of developing a capability-based managerial framework for organisational responses to sustainability-related complexity is supported by objectives addressing the conceptualisation of sustainability complexity, identification of relevant organisational capabilities, examination of organisational responses across different institutional contexts, and development of a structured response model. The empirical investigations and subsequent construction of the ORM and CMS are directly related to these objectives. The research design provides a coherent basis for addressing the stated objectives, and the conclusions are generally consistent with the scope of the investigation.*
		4.4 All sections and statements of the dissertation are logically interrelated: **<u>1) fully interrelated;</u>** 2) partially interrelated; 3) do not interrelated.	*The dissertation demonstrates a coherent internal structure, with its chapters and principal arguments logically interconnected. Chapter One establishes the theoretical foundations, reviews relevant literature and develops the methodological approach. Chapter Two presents the empirical investigations involving German organisations and Kazakhstani corporate sustainability disclosures, leading to the identification of organisational capabilities, comparative propositions and institutional mechanisms. Chapter Three builds upon these findings to develop ORM, operationalise CMS and formulate managerial recommendations. The conclusions follow logically from the preceding theoretical and empirical analysis. Although some editorial and cross-referencing improvements would enhance presentation, these do not affect the overall logical coherence and internal unity of the dissertation.*
		4.5 The new solutions (principles, methods) proposed by the author are substantiated	*The dissertation demonstrates critical engagement with existing theoretical and methodological approaches in sustainable supply chain*

		and evaluated in comparison with known solutions: **<u>1) there is critical analysis</u>** 2) the analysis is partial; 3) the analysis does not represent personal opinions, but rather quotes from other authors; 4) no analysis.	*management. The author examines the explanatory contributions and limitations of established perspectives, including Social Systems Theory, stakeholder theory, institutional theory and capability-based approaches, and develops an integrated framework addressing organisational responses to sustainability-related complexity.* *The proposed taxonomy of Packed Business Capabilities is grounded in qualitative empirical findings and subsequently examined in the context of Kazakhstani corporate sustainability disclosures. ORM extends the analysis by specifying alternative organisational response configurations and the conditions influencing their selection. The development and application of the GRI-anchored CMS further demonstrate an effort to operationalise the conceptual framework through transparent assessment procedures.* *The proposed contributions are therefore supported by theoretical reasoning, empirical analysis and comparison with existing conceptual approaches. Nevertheless, the relationships between organisational response configurations and the proposed performance outcomes have not yet been tested through longitudinal or intervention-based research. This represents an appropriate direction for further validation rather than a fundamental weakness in the dissertation's conceptual contribution. Overall, the work demonstrates substantive critical analysis and provides a reasoned justification for the proposed solutions.*
5.	Principle of scientific novelty	5.1 Are the scientific results and provisions new? 1) completely new; **<u>2) partially new (25-75% are new);</u>** 3) not new (less than 25% are new).	*The dissertation presents original scientific contributions to the understanding of organisational responses to sustainability-related complexity in multi-tier supply chains. Its novelty lies primarily in the development of an integrated capability-based explanation of how organisations interpret sustainability requirements and configure their responses through internal capability development and inter-organisational collaboration.* *The research develops an empirically grounded taxonomy of Packed Business Capabilities across four organisational domains: Strategy, People, Process and Technology. It further identifies eight comparative propositions and four institutional mechanisms through the synthesis of*

			evidence from German organisations and Kazakhstani corporate disclosures. A particularly important contribution is the ORM, which distinguishes four response configurations based on perceptual convergence and cross-firm orchestration. *The research builds upon established theoretical perspectives, including Social Systems Theory, institutional theory and dynamic capabilities, rather than introducing an entirely new theoretical paradigm. Nevertheless, their integration into a structured organisational response framework constitutes an identifiable and meaningful scientific contribution. Accordingly, the scientific results demonstrate substantial originality within an established body of knowledge.*
		5.2 Are conclusions of the dissertation new? 1) completely new; **2) partially new (25-75% are new);** 3) not new (less than 25% are new).	*The dissertation's conclusions contain original theoretical and empirical insights concerning the development and coordination of organisational capabilities under sustainability-related complexity. In particular, the research identifies how different combinations of organisational capabilities, institutional conditions and inter-organisational relationships may influence the selection of sustainability response configurations.* *The cross-context synthesis contributes to the understanding of differences between organisational capability development and publicly disclosed sustainability practices. The identification of capability signalling as a potential stage preceding embedded organisational practice is a relevant analytical insight, particularly in the interpretation of corporate sustainability disclosures.* *The conclusions concerning the four organisational response configurations and their underlying routing conditions extend existing knowledge by providing a structured explanation of organisational decision-making under sustainability-related complexity. However, some of these conclusions remain theoretically derived or supported by qualitative evidence rather than independently validated causal relationships. The proposed links to operational performance outcomes should therefore be regarded as propositions for subsequent empirical testing.*

			Overall, the conclusions demonstrate meaningful scientific novelty through their synthesis of empirical findings and development of new conceptual relationships, while remaining appropriately grounded in established management and supply chain research.
		5.3 Technical, technological, economic or management decisions are new and justified: 1) completely new; **2) partially new (25-75% are new);** 3) not new (less than 25% are new).	*The dissertation proposes original and systematically justified managerial approaches for addressing sustainability-related complexity in supply chains. The principal managerial contribution is the capability-based ORM, which provides a structured framework for considering alternative organisational responses based on internal capability development and collaborative arrangements.* *The development of the GRI-anchored CMS, incorporating 30 indicators and a formal classification function, represents a further methodological and managerial contribution. Its application to 20 corporate reports from 11 Kazakhstani companies demonstrates the feasibility of systematically assessing publicly disclosed sustainability capabilities and identifying differences in reported organisational preparedness.* *The dissertation also translates its conceptual findings into practical managerial recommendations, including prioritised actions, implementation guidance and proposed performance indicators. These outputs provide a structured basis for organisational diagnosis, capability planning and sustainability governance.* *The novelty of these managerial solutions lies primarily in their integration, operationalisation and application to sustainability-related organisational responses rather than in the invention of entirely new management techniques. While the diagnostic procedures are empirically illustrated, the effectiveness of the proposed interventions and their impact on operational outcomes require further field-based and longitudinal validation.* *The proposed managerial solutions are sufficiently justified by the theoretical and empirical analysis and represent an original, practically relevant contribution to sustainable supply chain management.*

6.	Validity of the main conclusions	All key findings ***<u>are based</u>***/not based on sound scientific evidence or are **<u>reasonably well substantiated</u>** (for qualitative research and arts and humanities majors).	*The main conclusions of the dissertation are supported by a sound theoretical foundation and systematic empirical analysis. The research draws on 23 semi-structured interviews involving 17 German organisations and an analysis of 20 sustainability and annual reports from 11 Kazakhstani companies. These complementary sources provide a reasonable basis for identifying organisational capabilities and examining responses to sustainability-related complexity.* *The qualitative analysis follows documented coding procedures, supported by an intercoder reliability assessment (Krippendorff's alpha = 0.818) and sensitivity checks for the CMS. These measures strengthen the transparency and credibility of the findings.* *The proposed ORM is logically derived from the theoretical and empirical analysis. However, its relationships with organisational performance outcomes have not yet been empirically tested. The conclusions should therefore be interpreted within the limitations of the research design.* *I consider overall the principal conclusions to be sufficiently substantiated and appropriate for doctoral-level research.*
7.	The main provisions submitted for defense	The following questions must be answered for each position separately: 7.1 Has the position been proven? **<u>1) proven;</u>** 2) most likely proven; 3) most likely not proven; 4) not proven; 5) in its current formulation, it is impossible to verify the provenness of the proposition. 7.2 Is it trivial?	***Provision 1.*** *The dissertation develops a coherent architecture of Packed Business Capabilities across Strategy, People, Process and Technology. The framework is substantiated through qualitative evidence from 17 German organisations and its subsequent application to sustainability disclosures from 11 Kazakhstani companies. The integration of these capability domains represents a substantive and non-trivial contribution to understanding organisational responses to sustainability-related supply-chain complexity. Its originality lies in the structured capability architecture and its cross-context application. The framework has potential managerial relevance for capability assessment and development, although its wider transferability requires further empirical examination.*

		1) yes; **2) no;** 3) In the current formulation, it is impossible to verify the triviality of the position. 7.3 Is it new? **1) yes;** 2) no; 3) In the current formulation, it is impossible to verify the triviality of the position. 7.4 Level of application: 1) narrow; 2) medium; **3) wide;** 4) in its current wording, it is impossible to verify the level of application of the provision. 7.5 Is it proven in the article? **1) yes;** 2) no; 3) In the current formulation, it is impossible to verify the triviality of the position.	***Provision 2.*** *The dissertation identifies differentiated patterns of capability maturity and development across the German and Kazakhstani samples. The eight comparative propositions (P1–P8) provide a systematic basis for examining differences in strategic formalisation, organisational design, communication, supply-chain operations, risk integration, technology, and process and product innovation. These findings are supported by the empirical analyses and constitute a meaningful contribution to the understanding of sustainability-related capability development. Nevertheless, differences in research periods, sectors and evidence sources, together with the absence of longitudinal observation, limit causal interpretation. The provision is therefore substantiated as a comparative pattern rather than a demonstrated national effect.* ***Provision 3.*** *The dissertation proposes four institutional mechanisms: enforcement and grievance channels, assurance and verification, legitimacy and decoupling, and capability cost and infrastructure, to explain observed differences in organisational sustainability responses. It additionally interprets sustainability communication as capability signalling that may precede the development of embedded organisational practices. These explanations are theoretically informed and consistent with the empirical findings, providing a non-trivial contribution to the integration of institutional and organisational capability perspectives. Their originality and explanatory potential are evident, although the independent effects of the proposed mechanisms remain to be established through further comparative research.* ***Provision 4.*** *The proposed Organizational Response Model distinguishes four response configurations, Internal-first, Co-Developer, Selective Joiner and Collaborative-first, using perceptual convergence and prevalent cross-firm orchestration as its principal routing conditions. The model offers an original and logically structured explanation of how organisations may allocate effort between internal capability development and collaborative arrangements. Its conceptual foundations are supported by the*

			dissertation's theoretical synthesis and empirical observations. The proposed portfolio configurations and transition paths are relevant to managerial decision-making, although their causal relationships and effectiveness have not yet been independently validated. ***Provision 5.*** *The dissertation operationalises the proposed capability-based response framework through a GRI-anchored Capability Maturity Score comprising 30 indicators and a formal response-classification function. Its application to 20 sustainability reports from 11 Kazakhstani companies, supported by page-referenced evidence, demonstrates the feasibility of a systematic and reproducible disclosure-based assessment. The integration of capability scoring, response classification and three proposed outcome metrics, time-to-mitigation, auditable tier coverage and coordination cost per covered spend, constitutes an original and practically relevant methodological contribution. However, the outcome metrics have been operationally defined rather than empirically validated, and disclosure-based scores should not be equated with independently verified operational maturity.* ***Provision 6.*** *The empirical application identifies Co-Developer as the predominant organisational response type in the Kazakhstani sample, covering six of eleven companies and ten of twenty reports. The analysis also identifies comparatively weak Process capabilities, with a mean score of 49.6 compared with 91.8 for Strategy. These findings provide an evidence-based foundation for managerial recommendations concerning data integrity, supplier prequalification, exception governance and verification capacity. The contribution is non-trivial in translating the proposed framework into context-specific diagnostic findings and actionable recommendations. Its practical applicability is promising, although the effectiveness of the proposed interventions requires subsequent implementation and evaluation.*

8.	Principle of reliability.	8.1 The choice of methodology – is justified or the methodology is described in sufficient detail:	*The methodological approach is appropriate for the research objectives and is clearly explained. The combination of qualitative interviews, corporate report analysis and an abductive research design provides a suitable basis for investigating organisational responses to sustainability-related complexity. The dissertation also documents the main analytical procedures and acknowledges the limitations of comparing evidence from two different institutional contexts.*
	Reliability of sources and information provided	**1) yes;** 2) no.	
		8.2 The results of the dissertation were obtained using modern scientific research methods and data processing and interpretation techniques using computer technologies:	*The dissertation applies established qualitative research methods supported by systematic coding and computer-assisted analysis. The development of the CMS, together with documented scoring procedures, an intercoder reliability assessment (Krippendorff's alpha = 0.818) and sensitivity analyses, strengthens the transparency and reliability of the results. The methods are appropriate for the nature and scope of the research.*
		1) yes; 2) no.	
		8.3 The theoretical conclusions, models, identified relationships and patterns have been proven and confirmed by experimental research (for areas of training in pedagogical sciences, the results have been proven on the basis of a pedagogical experiment):	*The dissertation's theoretical conclusions and proposed capability-based framework are supported by empirical evidence obtained through qualitative interviews with German organisations and systematic analysis of Kazakhstani corporate sustainability reports. The application of the Capability Maturity Score further demonstrates the feasibility of the proposed assessment approach. These findings provide a credible empirical foundation for the theoretical conclusions and model development. However, the Organizational Response Model and its proposed performance-related relationships have not been independently validated through experimental or longitudinal research. Such validation represents an appropriate direction for future research.*
		1) yes; 2) no.	
		8.4 Important claims are **supported**/partially supported/not supported by references to relevant and reliable scientific literature.	*The main arguments are supported by relevant scientific literature in sustainable supply chain management, organisational theory and sustainability governance. The author draws on established theoretical perspectives and critically discusses their relevance to the research problem. The literature provides an appropriate foundation for the conceptual framework and interpretation of the empirical findings.*

		8.5 The literature sources used are **sufficient**/not sufficient for a literature review.	*The literature review provides sufficient coverage of the principal theoretical and empirical developments relevant to the dissertation. It addresses sustainable supply chain management, sustainability-related complexity, organisational capabilities and institutional influences. The sources are appropriate for the research objectives and provide a sound foundation for the subsequent empirical analysis and model development.*
9	Principle of practical value	9.1 The dissertation has theoretical significance: **1) yes;** 2) no.	*The dissertation makes a relevant theoretical contribution to sustainable supply chain management by integrating organisational capability perspectives with sustainability-related complexity. The proposed taxonomy of Packed Business Capabilities and ORM provide a structured explanation of how organisations develop and coordinate responses to sustainability challenges. These contributions offer a useful foundation for further research on organisational capabilities and inter-organisational sustainability governance.*
		9.2 The dissertation has practical significance and there is a high probability of applying the obtained results in practice: **1) yes;** 2) no.	*The research has clear practical relevance for organisations seeking to improve their sustainability capabilities and supply chain coordination. CMS offers a structured diagnostic approach, while the ORM helps managers consider appropriate organisational response strategies. The implementation guidance and proposed performance indicators further support practical application. Although wider organisational testing is still needed, the findings have credible potential for use in sustainability management and supply chain decision-making.*
		9.3 Are the practice offering new: 1) completely new; **2) partially new (25-75% are new);** 3) not new (less than 25% are new).	*The dissertation proposes practical contributions through the combination of ORM, CMS and structured implementation recommendations. Their novelty lies in bringing existing sustainability management concepts together into a capability-based approach for organisational assessment and decision-making. The proposed tools are relevant and potentially transferable, although their effectiveness across different industries and organisational settings requires further validation.*

10.	Quality of writing and design	Quality of academic writing: **<u>1) high;</u>** 2) average; 3) below average; 4) low.	*The dissertation is well written and follows a clear academic structure. The research problem, theoretical foundations, methodology and findings are presented in a logical sequence. The author demonstrates a good command of academic language and relevant terminology, supported by appropriate tables, figures and references.* *Some minor editorial improvements would be beneficial, particularly in reducing repetition and ensuring consistency in table numbering and cross-references. However, these do not detract from the overall quality and clarity of the dissertation. I therefore assess the quality of academic writing and presentation as high.*
11.	Comments on the dissertation	*The dissertation is well structured and presents a coherent contribution to sustainable supply chain management. The theoretical framework, empirical analysis and proposed managerial model are clearly presented and appropriately supported.* *A few aspects could benefit from further clarification, particularly the empirical validation of the Organizational Response Model and the limitations of the cross-context comparison. Minor editorial improvements to reduce repetition and ensure consistency in cross-references would also enhance the presentation.* *These observations do not affect the scientific merit or overall contribution of the research. The dissertation meets the academic standards expected of a PhD thesis and is suitable for defence.*	
12.	The scientific level of the doctoral student's articles on the research topic (in the case of defending a dissertation in the form of a series of articles, official reviewers' comment on the scientific level of each article of the doctoral student on the research topic)	*The doctoral candidate has produced four publications related to the dissertation, comprising two journal articles, one scholarly book chapter and one conference paper. These publications address sustainable supply chain management, sustainability-related complexity and the application of Social Systems Theory.* *The publications demonstrate a sound understanding of the relevant literature and an ability to develop and communicate research findings. They are closely aligned with the dissertation's theoretical foundations and empirical investigations. The sole authored book chapter provides additional evidence of the candidate's independent scholarly contribution.* *In summary, I consider the publications to be of a good scientific standard and relevant to the dissertation topic. They provide a credible foundation for the doctoral research, although the complete Organizational Response Model and Capability Maturity Score are developed more extensively in the dissertation itself.*	
13.	Decision of the official reviewer (in accordance with paragraph 28 of the Standard Provisions)	*Awarding of the degree of Doctor of Philosophy (PhD) in the educational programme 8D04101 – «Management».*	

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SHEFFIELD BUSINESS SCHOOL

The dissertation work of **Alexander Neske** entitled "**Managing Sustainability-Related Complexity in Supply Chains: A Capability-Based Managerial Framework for Organizational Response**" meets the requirements for dissertations submitted for the degree of Doctor of Philosophy (PhD), and its author deserves to be awarded the degree of Doctor of Philosophy (PhD) in the educational program 8D04101 – «Management».

Official Reviewer

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