Supplemental File

Appendix

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| Appendix A: Correlation Matrix and Cronbach’s α for LC policy |
|  |  |  |  |  |  | Cronbach’s α |
| Influence | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Reliability | if item deleted |
| Licensing reg. | 1.00 |  |  |  |  |  |  | 0.888 | 0.868 |
| Ownership reg. | .633 | 1.00 |  |  |  |  |  |  | 0.871 |
| Firm reg. | .580 | 0.626 | 1.00 |  |  |  |  |  | 0.875 |
| Labour Mrkt reg | .612 | 0.692 | 0.666 | 1.00 |  |  |  |  | 0.854 |
| Tax incentives | .450 | 0.297 | .335 | 0.484 | 1.00 |  |  |  | 0.884 |
| Import Tariff | .474 | 0.384 | 0.347 | 0.507 | 0.658 | 1.00 |  |  | 0.879 |
| Monitoring | .550 | 0.526 | 0.514 | 0.705 | 0.512 | 0.589 | 1.00 |  | 0.865 |

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| Appendix C: Correlation Matrix and Cronbach’s α for LINK |
|  |  |  |  |  |  | Cronbach’s α |
|  | 1 | 2 | 3 | 4 | 5 |
| Reliability if item deleted |
| Inputs developt |  1.00 |  |  |  |  | 0.775 | 0.692 |
| Info exchange | 0.533 |  1.00 |  |  |  |  | 0.746 |
| Tech upgrading | 0.579 | 0.380 |  1.00 |  |  |  | 0.693 |
| Negotiation | 0.368 | 0.441 | 0.342 | 1.00 |  |  | 0.766 |
| Labour training | 0.429 | 0.223 | 0.563 | 0.232 | 1.00 |  | 0.759 |

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| Appendix B: Correlation Matrix and Cronbach’s α for IOFP |
|  |  |  |  |  |  | Cronbach’s α |
|  | 1 | 2 | 3 | 4 | 5 |
| Reliability if item deleted |
| Business opport | 1.00 |  |  |  |  | 0.752 | 0.681 |
| Environ condu | 0.486 | 1.00 |  |  |  |  | 0.703 |
| Tech skill | 0.274 | 0.374 | 1.00 |  |  |  | 0.748 |
| Fin accessibility | 0.503 | 0.396 | 0.313 | 1.00 |  |  | 0.679 |
| Non-fin incentive | 0.415 | 0.286 | 0.229 | 0.482 | 1.00 |  | 0.720 |

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| Appendix D: Correlation Matrix and Cronbach’s α for JOB |
|  |  |  |  |  |  | Cronbach’s α |
|  | 1 | 2 | 3 | 4 | 5 |
| Reliability if item deleted |
| Availability | 1.00 |  |  |  |  | 0.751 | 0.696 |
| Placement | 0.717 | 1.00 |  |  |  |  | 0.700 |
| Application | 0.339 | 0.319 | 1.00 |  |  |  | 0.713 |
| Requirement | 0.229 | 0.229 | 0.477 | 1.00 |  |  | 0.715 |
| Offer | 0.326 | 0.337 | 0.342 | 0.486 | 1.00 |  | 0.709 |

Appendix E: Observed indicators with Factor loadings

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|  | Factor Loadings |
| ***Local content policy (LC policy)*** |  | 0.793 |
| **LCP1** | I can say our company has influenced with licensing regulation in the oil sector |
| **LCP2** | Ownership regulation has an important part in influencing our company to actively engage in the service business activities in the sector |  | 0.771 |
| **LCP3** | I perceive the method of firm registration influenced our company’s to start up the business in the industry |  | 0.761 |
| **LCP4** | Labour market regulation influenced our company’s performance in the industry |  | 0.794 |
| **LCP5** | Tax reduction policy favourably influenced the participation of our company in the business activities in the sector |  | 0.707 |
| **LCP6** | The tariff policy on imported oil influence more contracts to be awarded for our company |  | 0.751 |
| **LCP7** | Monitoring plays a key role in influencing our company’ participation in the business activities in the industry |  | 0.824 |
| ***Indigenous oil firms’ Participation (IOFP)*** |  |  |
| **IOFP1** | How would you describe the business opportunity in the industry towards your company’s participation  |  | 0.659 |
| **IOFP2** | The social environment where our company located is conducive for the company’s activities |  | 0.724 |
| **IOFP3** | Our company always meeting technical skill required to carry out its business activities  |  | 0.668 |
| **IOFP4** | The accessibility of financial funds enhances participation of our company in the business activities in the industry |  | 0.725 |
| **IOFP5** | Non-financial incentives, such as government support training and technology transfer programmes enhances our company’s participation in the industry business activities  |  | 0.664 |
|  |  |  |  |
|  | ***Backward Linkages (LINK)***How would you describe your company cooperation in the following forms? |  |
| **LINK1** | Local inputs development  |  | 0.815 |
| **LINK2** | Information exchange |  | 0.712 |
| **LINK3** | Labour training |  | 0.653 |
| **LINK4** | Tech upgrading |  | 0.811 |
| **LINK5** Negotiation of payment and delivery***Job Creation (JOB)*** |  | 0.633 |
| **JOB1** | Jobs often available in our company  |  | 0.827 |
| **JOB2** | Our company often places job vacancies in creating awareness for submission of applications for the available positions |  | 0.835 |
| **JOB3** | Our company frequently receives job applications from the local applicants  |  | 0.657 |
| **JOB4** | Local applicants do meet the job requirements our company often required  |  | 0.509 |
| **JOB5** | We do often offer jobs to local applicants |  | 0.549 |

Appendix F: Single Mediator Estimation

