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Appendix

Appendix 1: Overview of the Interviewees

Diaspora Entrepreneur 1

Diaspora entrepreneur 1 was born in Dubrovnik, Croatia. Since he had always been exposed to the field of IT, he moved to Sweden in order to work as an IT specialist. After having gained some working experience, entrepreneur 1 founded his first start-up in Norway in 2003. Meanwhile, this company is one of the largest telecommunication service providers in Scandinavia. In 2005, he co-founded another start-up in Stockholm, Sweden. This second start-up was acquired by ebay and Skype only one year later. In 2012 diaspora entrepreneur 1 co-founded his current business, an end-to-end encrypted social messaging app which currently operates on mobile devices in more than 100 countries. The messaging app was launched at the end of 2014. Entrepreneur 1 is responsible for the company's development center in Berlin which employs 77 workers from 24 nationalities.

Diaspora Entrepreneur 2

Diaspora entrepreneur 2 was born in Damascus, Syria. He emigrated for education purposes and studied engineering in London. After graduation he gained some work experience and opened a coffeehouse in the British capital city. Since he had always been interested in programming, he decided to found an IT-related start-up. In 2014 he moved to Cologne but decided in September 2014 to start his business in Berlin. His Syrian co-founder followed to Berlin as soon as he received the blue card in April 2015. Their company provides cloud-based storage and tools for data management.

Diaspora Entrepreneur 3

Diaspora entrepreneur 3 is an Australian national. He left Australia after graduating at the end of 2014 when he had the idea for his business. He first came to Karlsruhe and Dresden before he decided to work on his business plan in Berlin. Diaspora entrepreneur 3 is currently searching for an investor. The launch of his website and an app for mobile devices is scheduled for the autumn of 2015. His start-up aims at connecting language learners from diverse countries via the internet.

Diaspora Entrepreneur 4

Diaspora entrepreneur 4 is a Norwegian national. He came to Berlin two years ago for an internship. After his internship he started working in a Berlin start-up until the company failed. He co-founded a start-up in October 2014 which provides an internet portal for connecting start-ups that are looking for interns with students who are searching for an internship. His ambition is to change the application process through the product's innovative algorithm. The launch of the service is scheduled for the autumn of 2015 and will be tested with Berlin start-ups first.

Expert 1

Expert 1 is the COO of an early-stage venture capital company in Berlin. Besides his current work, he has long-standing experience in the Berlin start-up scene. Before the start-up scene started to evolve around the year 2000, expert 1 worked for the local government. His task was to convince foreign start-ups to open up dependences in Berlin since Berlin's economy needed to be reestablished after the German reunification. Expert 1 has been engaged in the Berlin start-up scene from the beginning. Besides his position as a mentor in start-up programs, he is engaged in political institutions regarding start-up affairs and is a founding member of the Bundesverband Deutsche Startups, a venture capital company, and the BerlinWebWeek, an annual week of conferences and events about recent trends of the digital economy in Berlin.

Expert 2

Expert 2 is Head of Communications at a Berlin-based corporate accelerator/incubator program. Through her work she is involved in the start-up scene by organizing events, taking care of relationship-building between the participants and the mentors of the programs and supporting the program's start-ups. Since expert 2 has been working for the accelerator since its implementation in early 2012, she is well connected and has gathered a lot of experience with the development of the start-up ecosystem Berlin and its current hype.

Expert 3

Expert 3 is Head of the Innovation Department in one of Berlin's famous successful start-ups. He has gathered start-up experiences as an employee and founder in Tokyo (Japan) and Frankfurt/Main (Germany). Currently, he is responsible for putting ideas of the company's employees into practice.

Expert 4

Expert 4 is banker in a state-owned development bank in Berlin. Due to his position he regularly meets migrants which are applying for a loan for their business start-ups. The bank provides various investment possibilities for start-ups. Since 2008, the bank manages venture capital funds to foster the development of the Berlin start-up scene.

Appendix 2: Table ‘Results’

Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
F I N A N C E	Micro level	act as venture capital company	connect investors with would-be entrepreneurs
		attract foreign investors to the start-up ecosystem	recommend other start-ups to their investors
		-	act as Business Angels and re-invest into the ecosystem
		-	bring their own savings into the start-up ecosystem
		-	invest money from "friends, families and fools" in their ventures
	-	bring public investments from the COO into the ecosystem	
	Macro level	attract money to the start-up ecosystem Berlin	attract money to the start-up ecosystem Berlin
Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
S U P P O R T	Micro level	act as customers of support infrastructure (co-working spaces, accelerator/incubator programs)	act as advisors for other start-ups in their founding process; give reality checks on other founders' concepts, and general advice to entrepreneurs
		make office space for start-up related events available	act as mentors in start-up programs
		partner with other Berlin-based start-ups	share information (e.g. Google-docs with press contacts), knowledge, and experiences
		connect with large companies	recommend start-ups to investors/help other start-ups to find investors
		act as moral support	share contacts within the start-up ecosystem Berlin and make introductions
		act as supportive organizations for expatriates	create support initiatives
		help integrate international employees into the German society	create socializing groups

	Macro level	connect Berlin with other start-up ecosystems	connect Berlin with other ecosystems
		help the German industry to implement Industry 4.0	help strengthen creativity in Berlin
		help connect the start-up scene	broaden the knowledge of the overall ecosystem
Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
P O L I C Y	Micro level	Lobbying: around 30% of Berlin-based companies which are members of the Bundesverband Deutsche Startups are migrant ventures or ventures with at least one migrant as a co-founder	-
	Macro level	-	-
Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
M A R K E T S	Micro level	are active in international markets	have experience with foreign markets and use this knowledge to expand
		are customers of other Berlin start-ups	take part in accelerator programs
		partner with other Berlin-based start-ups; share/broaden the customer base	-
	Macro level	help to win new markets	contribute to a booming side industry: co-working-spaces, kitchen surfing, cafés, bars, free-lancer business
Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
H U M A N C A P I T A L	Micro level	actively move highly skilled people into the start-up ecosystem Berlin	contribute their educational background (usually of a high level) and their experience (partly as entrepreneurs) to the ecosystem
		train employees	bring outside ideas into the start-up ecosystem
		help integrate international employees into the German society	bring their business networks into the start-up ecosystem and share it with other founders
		-	attract other diaspora entrepreneurs as co-founders to Berlin

	Macro level	create jobs and employ free-lancers	bring diversity into the start-up ecosystem, and thus new ideas, knowledge, approaches, experiences and mentalities
		counteract the lack of specialists in Germany by attracting foreign specialists	attract human capital to the start-up ecosystem
Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
I N F R A S T R.	Micro level	act as supportive organizations for expatriates	-
	Macro level	-	contribute to the growth of the supportive infrastructure business (accelerator & incubator programs, co-working spaces) (indirect influence)
Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
R & D	Micro level	implement development of offices in Berlin which attracts specialists to the ecosystem	cooperate with research institutions
	Macro level	-	-
Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
C U L T U R E	Micro level	-	-
	Macro level	-	define the start-up language in Berlin (English)
			enhance Berlin as a 'melting pot' through the mix of many cultures and thus many different mentalities, ideas, approaches, behaviors
			impact the start-up culture with their home culture, especially US, Scandinavian and East European cultures
		are creating an international scene which attracts further internationals	

Domain	Impact on	Diaspora Venture(s)	Diaspora Entrepreneur(s)
I M A G E	Micro level	are partly responsible for the attraction of big companies to the ecosystem as these want to stay close to the ecosystem with its innovative start-ups	advise other diasporans to found a company in Berlin
		create success stories which attract other diasporans to Berlin in order to found a company	move to Berlin due to recommendations from other diaspora entrepreneurs
		-	hype diaspora success stories
			move to Berlin due to international press articles about diasporans
	Macro level	improve the image of Berlin as a diverse multicultural start-up ecosystem	motivate other diasporans through their stories
			improve the image of Berlin as an open-minded city where everyone can make it
		are part of the multicultural society and therefore influence Berlin's image	