

Supplementary Table S1. Evidence Matrix for the 35-Work Theory-Building Corpus

Manuscript: Responsible AI Governance as an Organisational Capability: A Theory-Building Integrative Review for Sustainable Organisations

Purpose: To make the analytical pathway traceable from included sources to extracted concepts, higher-order categories, RAIG dimensions and propositions. The 35-work derivation corpus corresponds to References [1–34,45] in the final manuscript; References [35–44] are not part of the derivation corpus.

Ref.	Included source	Extracted concepts / codes	Higher-order category	RAIG dimension(s) / role	Proposition / use
1	Haque et al. (2021)	Responsible leadership; employee outcomes; integrative propositions	Responsible leadership microfoundation	Antecedent, not constitutive	P1, P3
2	Dong and Zhong (2021)	Responsible leadership; socially responsible HRM; organisational pride; employee innovative behaviour	Responsible leadership outcomes / innovation	Antecedent, not constitutive	P1, P3
3	Haque et al. (2019)	Responsible leadership; organisational commitment; turnover intentions	Responsible leadership outcomes	Antecedent, not constitutive	P1, P3
4	Voegtlin et al. (2012)	Responsible leadership; stakeholder dialogue; multi-level outcomes; global responsibility	Responsible leadership / stakeholder responsibility	Stakeholder inclusion; antecedent boundary	P1, P3
5	Haque et al. (2021)	Responsible leadership; organisational commitment	Responsible leadership outcomes	Antecedent, not constitutive	P1, P3
6	NIST (2023)	AI risk management; governance; mapping, measurement and management	Risk, accountability, assurance, lifecycle	Accountability; Human oversight; Transparency & assurance; Lifecycle	P2, P4, P7, P8
7	Morley et al. (2019)	Translation of AI ethics principles into tools and practices	Principle-to-practice translation	Ethical-strategic alignment; Transparency & assurance	Construct derivation
8	Usmani et al. (2022)	AI control mechanisms; implementation and assurance	Controls / risk / assurance	Accountability; Transparency & assurance	P2, P4
9	Duggireddy (2025)	Integrated data and AI governance across lifecycle	Lifecycle governance / adaptation	Lifecycle governance & adaptability; Transparency & assurance	P7, P8
10	Birkstedt et al. (2023)	AI-governance themes, gaps and research agenda	Governance architecture / coordination	Accountability; Lifecycle; construct boundary	P2, P7
11	Wang et al. (2026)	Safe and responsible AI governance in healthcare	Sectoral assurance / high-impact governance	Accountability; Human oversight; Transparency & assurance	P7
12	Madanchian & Taherdoost (2025)	Ethical theories and strategic responsible-AI adoption	Ethical-strategic alignment	Ethical-strategic alignment	P4

Ref.	Included source	Extracted concepts / codes	Higher-order category	RAIG dimension(s) / role	Proposition / use
13	Santiago-Torner et al. (2026)	AI, leadership, governance risks and dynamics	Leadership / human governance / context	Human oversight; Lifecycle; leadership antecedent	P1, P7
14	Khozouie & Ghasemiyan (2026)	AI governance; organisational performance; responsible innovation	Governance outcomes	Outcome linkage	P4
15	Chang & Ke (2024)	Socially responsible AI; people analytics; sustainability	Stakeholder-sensitive AI / sustainability	Ethical-strategic alignment; Stakeholder inclusion; outcome boundary	P6
16	Kuehnert et al. (2025)	Actor-stage-specific responsible-AI governance tools	Actors / tools / lifecycle	Accountability; Transparency & assurance; Lifecycle	P7, P8
17	Aarab et al. (2025)	AI in public governance	Institutional / sector context	Accountability; Lifecycle / context	P7
18	Haidar (2024)	Integrative framework for responsible AI	Normative responsible-AI architecture	Ethical-strategic alignment; construct boundary	Construct derivation
19	Alami et al. (2026)	AI governance in health systems	High-impact governance / assurance	Accountability; Human oversight; Transparency & assurance; Lifecycle	P7
20	Voegtlin (2016)	Responsibility dimension in leadership	Responsible leadership / stakeholder responsibility	Stakeholder inclusion; leadership antecedent	P1, P5
21	Ellis & Dean (2024)	Stakeholder inclusion and exclusion by responsible leaders	Stakeholder voice and representation	Stakeholder inclusion	P1, P5
22	Maak & Pless (2006)	Responsible leadership and stakeholder relations	Responsible leadership / stakeholder governance	Stakeholder inclusion; leadership antecedent	P1, P5
23	Hossain et al. (2025)	AI capabilities and responsible leadership	AI-leadership relationship	Leadership antecedent / reciprocal learning	P1, P3, P8
24	Graca (2025)	AI and leadership; organisational effectiveness	Leadership in AI-integrated settings	Leadership antecedent; Human oversight	P1
25	Ali et al. (2025)	AI-driven capabilities; green HRM; digital literacy; organisational sustainability	AI capability / sustainability outcomes	Outcome boundary; contextual condition	P6
26	Nguyen (2026)	AI in educational management; leadership and governance	Sector context / leadership / governance	Accountability; Human oversight; Lifecycle	P7
27	Almulhim & Yigitcanlar (2025)	Smart governance of sustainable cities	Governance / sustainability / context	Context and sustainability outcome boundary	P6, P7

Ref.	Included source	Extracted concepts / codes	Higher-order category	RAIG dimension(s) / role	Proposition / use
28	Al-Omoush (2026)	AI adoption maturity; ethical governance; open green innovation	AI maturity / governance / innovation	Antecedent conditions; Ethical-strategic alignment	P2, P4, P6
29	Moosa & Pundhir (2026)	AI-responsive agile leadership; sustainable outcomes	Leadership / adaptation / sustainability	Leadership antecedent; Lifecycle; outcome boundary	P1, P6, P8
30	Haque (2025)	Algorithmic recruitment; power and ethical risks	High-impact decisions / agency / accountability	Accountability; Human oversight; Stakeholder inclusion	P5, P7
31	Kim et al. (2026)	Healthcare AI governance; people, process, technology and operations; organisational readiness	Sectoral AI governance / implementation	Accountability; assurance; lifecycle governance	P2, P7
32	Kurniawan et al. (2025)	Sustainable HRM; ethical leadership; digital resilience	Leadership / resilience / sustainability	Outcome boundary; contextual support	P4, P6
33	Pathak and Jha (2025)	Responsible leadership behavioural styles; meaningful work; knowledge sharing; innovative work behaviour	Responsible leadership outcomes / innovation	Antecedent, not constitutive	P1, P3
34	Haque (2026)	AI-driven sustainability; Industry 5.0; responsible leadership	Leadership / AI / sustainability	Leadership antecedent; outcome boundary; Lifecycle learning	P1, P6, P8
45	Jaturat et al. (2026)	AI responsibility measurement; cross-country validation	Measurement / contextual validation	All dimensions (future operationalisation)	P7; scale validation

Interpretive note: The matrix identifies the primary analytical role of each source; many sources contribute to more than one category. The six dimensions are author-derived higher-order conceptual categories developed through comparative grouping and boundary testing, not frequency counts.