

# MA Qing

**Executive Vice President Siemens Ltd., China**  
**Head of People & Organization**  
**Sustainability Lead**  
**Siemens Greater China**



Ma Qing joined Siemens in 1997. From then until 2010 she served in numerous human resources roles in the company, including as Senior HR Consultant, HR Strategic and Policy Manager, HR Operation Manager, Deputy HR Director, Vice President and HR Director, responsible for optimizing and implementing HR strategic plans, promoting and applying global talent and organization development principles and best practices in China, designing and improving HR management systems and procedures, building a learning & growing organization plan as well as reforming incentive & performance system, , driving the research, planning, supervision, implementation and evaluation of various HR programs, and providing effective HR solutions customized for particular organizational, team and cultural needs to support Siemens' business development.

In April 2010, Ma was appointed as the Executive Vice President, Siemens Ltd., China and People and Organization Development (P&O) Director, Siemens Greater China, and has since then initiated and promoted numerous P&O programs. By doing so she has been utterly committed to constantly innovating and improving people and organization management systems, building and strengthening an industry-leading P&O team, establishing a strong employer brand, , empowering the business teams and key talents, improving their cognitive, operational, collaborative and leadership skills, reinforcing company culture and values, enhancing team cohesiveness, competitiveness and improving employee experience.

In October 2021 Ma took on another role, as the Lead of Sustainability, Siemens China, responsible for facilitating the implementation of Siemens' global sustainability framework "DEGREE"<sup>1</sup> in China, establishing the sustainability strategic roadmap and action plan, developing a effective and collaborative governance system, in order to enhance Siemens' leading position in sustainability.

Mrs. Ma obtained a Bachelor's Degree from Beijing Capital Normal University.

1. "DEGREE" stands for decarbonization, ethics, governance, resource efficiency, equality and employability.

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