

HUMAN RESOURCES AND TRAINING

29%

EMPLOYEES HAVE
MORE THAN 10-YEAR
EXPERIENCES IN
INSURANCE SECTOR



< 35

AVERAGE AGE OF BAO LONG
EMPLOYEES

THE WORKING REGIME CONSISTS OF

5

DAYS/WEEK,

40

HOURS/WEEK



TOTAL EMPLOYEES
(As of December 2023)

944

EMPLOYEES



80%

EMPLOYEES HOLD
GRADUATE AND
POST-GRADUATE
DEGREE



28

HUMAN RESOURCES AND TRAINING

Bao Long has constantly believed that by maximizing employee motivation, it can increase customer satisfaction and continually enhance shareholder value. Bao Long always strives to create a working environment in which every member feels satisfied with their work and promotes themselves to develop constantly with Bao Long.



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(As of December 31, 2023)

944
EMPLOYEES



EMPLOYEES WITH
MORE THAN 10-YEARS
EXPERIENCES IN
INSURANCE SECTOR

29%



EMPLOYEES WITH
GRADUATE AND
POST-GRADUATE
DEGREE

80%

HUMAN RESOURCES DEVELOPMENT STRATEGY

A well-trained, highly qualified human resource capable of adapting to the constant changes of the fiercely competitive environment has built. Each individual at Bao Long is nurtured and given the opportunity to develop their talents in an environment of solidarity and commitment to the same goal. In particular, a team of experienced experts is dedicated to developing talent within Bao Long. The company endeavors to create an honest, open working environment that nurtures talent, encourages innovation, provides adequate compensation, and conveys pride and ownership in the Company.

HUMAN RESOURCES STRUCTURE

As of December 31, 2023, the number of Bao Long employees reached 944 employees, sales personnel accounted for 63% of Bao Long's total human resources. In terms of education level, employees with graduate and post-graduate degrees account for 80%. In terms of age, Bao Long's workforce has increasingly rejuvenated (60% of employees under the age of 40), well-trained, and ready to work together to gain more experience. In addition, the staff with over 10-year experience in the insurance industry accounts for 29%. Bao Long regularly trains and updates new knowledge and information to create a solid foundation for the staff to effectively bring added value to customers.

Bao Long's salary and bonus regime is competitive, associated with business results and the quality of work of each individual when performing the job. In addition, Bao Long also maintains and enhances benefits and welfare policies such as a Periodic health care program for employees, organizing employees to take annual vacations, equipping insurance combined health and accident insurance, motorbike insurance for employees every year, cash gifts for employees on birthdays and holidays.