

Bora Pharmaceuticals Strengthens Workforce Capabilities with Workday

Workday Supports Bora's Specialised Talent Needs Across Highly Regulated Pharmaceutical Manufacturing Operations

TAIPEI, March 16, 2026 – [Workday, Inc.](#) (NASDAQ: WDAY), the enterprise AI platform for managing [people](#), [money](#), and [agents](#), today announced that Bora Pharmaceuticals (6472.TT, BORAY.US; Bora), a leading pharmaceutical services provider, has gone live with [Workday Human Capital Management](#) (HCM). The implementation establishes a unified HR foundation to support Bora's specialised pharmaceutical workforce, strengthening talent development and operational consistency across its global manufacturing operations.

Bora is a Taiwan based, globally networked Contract Development and Manufacturing Organisation (CDMO) combining CDMO services with pharmaceutical sales in the United States. The company specialises in formulation development, manufacturing, and packaging, serving pharmaceutical and biotech partners across more than 100 markets through its facilities in Taiwan, Canada, and the United States. With up to 2,000 employees in scope for this deployment, Bora operates in highly regulated, science-driven environments that demand deep technical expertise and rigorous quality standards, and has been a listed company in Taiwan since 2017 with trading venues in the U.S. OTCQX market since January 2026.

Guided by its mission to “Contribute to better health all over the world,” Bora places people, partnerships, quality, and ethical stewardship at the heart of its operations. These principles are reflected in its core values, shaping how the company develops talent, collaborates with partners, and supports long-term growth across its global footprint.

Workday HCM now provides Bora with a single, AI-powered cloud platform that unifies core people processes and workforce data across regions. By bringing together recruitment, skills visibility, workforce planning, and performance enablement in one system, Bora can more effectively identify and develop specialised pharmaceutical expertise, accelerate hiring for critical roles, and address skills gaps as its operations scale. Embedded AI and real-time insights support more informed workforce decisions, while a secure, integrated platform enables seamless collaboration and consistency across facilities — helping Bora strengthen talent readiness and operational resilience as it continues to expand globally.

As Bora continues to expand manufacturing capacity and advance its biologics and specialty therapeutics capabilities, establishing a modern, unified HR platform became a strategic priority. Operating across multiple markets with specialised roles in biologics, sterile manufacturing, and regulatory compliance, Bora required stronger workforce visibility, more consistent people processes, and better support for identifying, developing, and retaining critical expertise. With Workday, Bora gains a scalable HR foundation that supports these needs while enabling data-informed workforce decisions as operations grow.

“As we continue to scale our operations globally, having the right people with the right expertise is critical to maintaining quality, compliance, and execution excellence,” said **Stefan Schnydrig, CHRO, Bora Pharmaceuticals**. “Workday provides us with a unified HR platform that strengthens how we support our people, improves visibility across our organisation, and helps us build the workforce foundation needed to support our long-term growth and innovation goals.”

The deployment was implemented in partnership with Strada, which supported Bora to help ensure a smooth transition to a modern, cloud-based HR system aligned with the company's operational and talent priorities.

“We are honored to partner with Bora Pharmaceuticals and Workday on their HCM digital transformation journey,” said **Flora Fu, Senior Business Development Manager, APAC, Strada**. To help ensure a successful outcome, Strada deployed a global team of consultants from North America and Asia to work closely with Bora's project teams. The engagement also included Change Management services to drive user adoption and maximize the impact of the transformation.

“Bora Pharmaceuticals demonstrates how organisations in highly regulated, expertise-driven industries can use Workday to strengthen workforce foundations as they scale,” said **Bond Hui, General Manager, Workday Taiwan**. “With Workday HCM, Bora is better positioned to attract and develop specialised talent, support consistent people operations across global manufacturing sites, and continue advancing its people-first mission.”

Looking ahead, Workday will continue to support Bora as it invests in talent, expands manufacturing capabilities, and builds a resilient organisation to meet the evolving needs of global pharmaceutical and biotech partners.

About Workday

[Workday](#) is the enterprise AI platform for managing [people](#), [money](#), and [agents](#). Workday unifies HR and Finance on one intelligent platform with AI at the core to empower people at every level with the clarity, confidence, and insights they need to adapt quickly, make better decisions, and deliver outcomes that matter. Workday is used by more than 11,500 organisations around the world and across industries – from medium-sized businesses to more than 65% of the Fortune 500. For more information about Workday, visit workday.com/en-hk.

About Strada

Strada is a global leader in people, payroll, and technology solutions, dedicated to simplifying international workforce management. Operating across 180 countries, Strada delivers people-first strategies powered by cloud-based technology to help organizations scale

and enable their workforces to perform at their best. As a trusted Workday partner since 2008, Strada has completed more than 1,100 Workday projects and supported over 400 clients worldwide. For more information, visit stradaglobal.com

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