

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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保瑞藥業透過 Workday 強化人才團隊布局

Workday 支援保瑞在高度監管製藥營運下的專業人才布局

台北訊 2026年3月16日 - 企業人力資源、財務及代理人工智慧管理平台 [Workday](https://www.workday.com) NASDAQ WDAY 今日宣布 全球領先的製藥服務公司保瑞藥業股份有限公司 6472.TT BORAY.US 以下簡稱保瑞 已正式部署 [Workday Human Capital Management](https://www.workday.com/hcm) HCM 建立統一的人力資源基礎 以支援其高度專業的製藥人才團隊 促進人才發展 並確保全球製造營運的一致運作。

保瑞為根植台灣、布局全球的國際型製藥公司 結合委託開發與製造服務 CDMO 與藥物開發銷售 專注於配方開發、製造與包裝 並透過位於台灣、加拿大和美國的據點 服務遍及超過 100 個市場的製藥與生技合作夥伴。此次部署涵蓋約 2,000 名員工 保瑞於高度監管、以科學為核心的環境中運作 對專業技術與品質標準具備高度要求 同時也是在台上市且投資人可同 在美交易的上市公司。

秉持「為全世界健康貢獻力量」的使命 保瑞將人才、合作夥伴關係、品質與道 治理置於營運核心 並透過其核心價 落實於人才發展、合作夥伴合作與全球長期發展布局之中。

Workday HCM 為保瑞提供單一、以人工智慧為核心的雲端平台 統一整合跨區的人力資源核心流程與人力資料。透過將招募、技能可視性、人力規劃與績效管理整合於單一系統中 保瑞得以更有效地辨識與培育具備專業製藥人才 加快關鍵職務的招募進展 並隨著營運規模擴大 更有系統地掌握並補足技能缺口。結合人工智慧與即時洞察 平台可支援更具依據的人力決策 同時透過安全、整合的架構促進各據點的協作與一致性 協助保瑞在持續拓展全球布局的過程中 強化人才準備度與營運性。

隨著保瑞持續擴大製造能 並深化其在生物製劑與特殊治療領域的布局 建立一套現代化、統一的人力資源平台成為一項關鍵的策略重點。面對跨市場營運 並涵蓋生物製劑、無菌製造與法規遵循等高度專業需求 保瑞需要更清晰的人力可視性、更一致的人資流程 以及更完善的機制來辨識、培育並留任關鍵專業人才。Workday 協助保瑞打造具擴展性的人力資源基礎 在回應業務成長需求的同時 能以數據為依據進行更精準的人力規劃與決策。

保瑞藥業人資長 Stefan Schnydrig 表示「隨著我們持續擴展全球營運布局 擁有具備適切專業能力的人才 對於確保品質、法規遵循與卓越執行至關重要。Workday 為我們提供統一的人力資源平台 不僅 加我們對員工的支持 也提升整體組織的人力可視性 協助我們打造支 長期發展與創新目標所需的人才基礎。」

本次 Workday HCM 的部署由 Strada 支援 於導入過程中全程提供專業服務 協助保瑞順利轉換至現代化雲端人資系統 並確保系統配置與公司的人才發展與營運需求一致。

Strada 亞太區高級業務發展經理符靜 表示「我們很榮幸能與保瑞藥業及 Workday 合作 共同推進人資系統數位轉型之旅。為確保專案順利推進 Strada 組建了 跨北美與亞洲的全球顧問團隊 與保瑞的專案團隊緊密合作。此次合作同時涵蓋變革管理支援 協助 部團隊順利銜接新系統 確保數位轉型效益最大化。」

Workday 台灣區總經理許耀邦表示「保瑞藥業展現了高度法規監管、高度仰 專業的 業 如何在企業規模持續擴展的同時 透過 Workday 強化人力基礎。透過導入 Workday HCM 保瑞得以更完善地吸引與培育專業人才 支援其全球製造據點中一致的人資運作 並持續推動以人為本的企業使命。」

展望未來 Workday 將持續支援保瑞在人才培育上的投入、擴展製造規模 提升企業 性 以滿足全球製藥與生技合作夥伴不斷演進的需求。

關於 Workday

[Workday](https://www.workday.com) 為企業人力資源、財務及代理的人工智慧管理平台。Workday 以人工智慧技術為核心 整合人力資源及財務至統一智慧平台 為各階層人員提供所需的清晰洞察與信心 助其迅速適應變化、作出更明智決策 並推動業務發展。全球至今已有逾 11,500 間來

自各行各業的企業使用 Workday 包括中型企業、以至超過65%的 Fortune 500 強的企業機構。如欲了解更多有關 Workday 的資訊 請瀏覽workday.com/。

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<https://en-hk.newsroom.workday.com/bora-pharmaceuticals-strengthens-workforce-capabilities-with-workday>