

**Friso® Gold's 2026 DadMombassador Search Recruitment
Terms & Conditions**

Organiser	Dutch Lady Milk Industries Berhad (Company Registration No. 196301000165 (5063-V))
Programme	Friso® Gold 2026 DadMombassador Search Recruitment
Programme Duration	<p>The Recruitment will run from 16 Jan at 12:00am and ends on 15 Feb 2026 at 11:59pm (“Recruitment Period”).</p> <p>The Organiser reserves the right to shorten or extend the Recruitment Period without prior notice. All entries received outside the Recruitment Period shall be automatically disqualified.</p>
Eligibility	<p>This Recruitment is open to all (“Participants”) who meet the following criteria:</p> <ul style="list-style-type: none"> • Malaysian citizens aged 18 to 45 years old (as of 1st January 2026) • Parents with child(ren) aged 1 to 4 years old (as of 1st January 2026) • Excludes previous selected Participants of Mombassador or DadMombassador contests • Excludes employees of the Organiser and its affiliates and/or related companies • Excludes immediate family members of the Organiser, including: <ul style="list-style-type: none"> ○ Spouse ○ Children ○ Parents ○ Siblings and their spouses • Excludes employees of distributors, advertising and promotion agencies, and their immediate family members (children, parents, brothers and sisters including spouses)
How to Participate	<ol style="list-style-type: none"> 1. To participate in this Recruitment, Participants are required to: <ol style="list-style-type: none"> 1.1. Meet the below requirements: <ol style="list-style-type: none"> a. Female or Male, aged 18 – 45 years old as of 1st January 2026; b. Be a parent to a child aged 1– 4 years old as of 1st January 2026. c. Is a Malaysian citizen; d. Has an active Facebook, Instagram, Tik Tok account and/or XiaoHongShu (set to public); e. Has 2,000+ followers on Instagram or TikTok or; Has 1,000+ followers on XiaoHongShu 1.2. Follow @frisogoldMY on either both Facebook and Instagram or Tik Tok and/or XiaoHongShu 2. All submissions via Facebook, Instagram, TikTok and/or XiaoHongShu through the Friso® Gold DadMombassador Search

	<p>2026 form are considered as an Entry (“Entry”) for the Recruitment.</p> <p>3. Multiple Entries are accepted for this Recruitment, but each person is only selected to be recruited once (1) in the DadMombassador Search 2026.</p> <p>4. Entries not completed in accordance with these terms & conditions or those received after expiry of the Recruitment Period will not be considered. Incomplete or incomprehensible participation will not be taken into account.</p> <p>5. For further clarification on the terms and conditions of the Recruitment, you can contact the Organiser’s Careline at 1800-81-3854.</p>
Selection Criteria	<p>Entries will be judged by a panel of judges based on the participants eligibility that meets the below requirements and profiles that are aligned with the brand theme and guideline:</p> <ul style="list-style-type: none"> • Female or Male, aged 18 – 45 years old as of 1st January 2026; • Be a parent to a child aged 1 – 4 years as of 1st January 2026; • Is a Malaysian citizen; • Has an active Facebook, Instagram, Tik Tok account and/or XiaoHongShu (set to public) • Has 2,000+ followers on Instagram & TikTok;or has 1,000+ followers on XiaoHongShu <p>Selected Participants must agree to the following criteria and enter into a one-year contract as a 2026 Friso® Gold DadMombassador for the period from April 2026 to March 2027 (12 months):</p> <ul style="list-style-type: none"> • Create and upload ONE (1) post every alternate month, for a total of SIX (6) posts per year, on Instagram (also reposted to Facebook), TikTok, and/or XiaoHongShu, according to the theme, content direction and posting schedule provided by the Organiser. • Post FIVE (5) comments on relevant social media platforms every alternate month. • Convert their social media accounts to Business Accounts. • Create the required social media accounts listed, if they have not already done so (Facebook, Instagram, TikTok, and/or XiaoHongShu). • Attend a minimum of TWO (2) events or roadshows organized by Friso® Gold. Participants will be notified of the events one month in advance to allow for arrangement and scheduling. • The Organiser reserves the right to reject any submission at its sole and absolute discretion without having to assign any reason whatsoever. <p>The Organiser reserves the right to request proof of age of any Selected Participants (both parent and child) before they are confirmed as Selected Participants.</p> <ul style="list-style-type: none"> • The Organiser reserves the right to forfeit prizes for any Participants who does not provide the required details upon receiving the request/notification from the Organiser. • The Organiser’s decisions are final. No correspondence will be

	entertained.
Prizes	<ol style="list-style-type: none"> 1. Prizes are NOT exchangeable, transferable, or redeemable in any other form for whatever reason. 2. The Organiser reserves the right, at its absolute discretion, to substitute any of the Prizes with that of similar value, at any time without prior notice. 3. The values of the Prizes are correct at the time of printing. All Prizes are given on an "as is" basis. 4. Selected Participants of the 2026 DadMombassador Search Recruitment will receive: <ol style="list-style-type: none"> a. A cash prize of RM5,000 b. Supply of Friso® Gold products c. One-year contract as a Friso® Gold DadMombassador 5. The RM5,000 Cash Prize will be distributed evenly across 12 months and disbursement will be done via bank transfer monthly for 12 months based on complete delivery as per contracted deliverables. 6. Each person is only selected to win ONE (1) Friso® Gold 2026 DadMombassador set of prizes. 7. The Prizes must be claimed within SEVEN (7) working days from the date of announcement or notice of the claim, whichever is earlier. 8. The Prize shall be used/taken entirely at the risk of the Participants; the Organiser excludes all warranties and liabilities in connection with the Prize to the fullest extent permitted by law. 9. The Organiser reserves the right to determine how uncollected Prizes will be dealt with.
Selected Participant Announcement	<p>All Selected Participants will be contacted via Facebook Messenger, Instagram Direct Messenger (DM), Tik Tok Direct Messages and/or XiaoHongShu Messages within THIRTY (30) working days after the Recruitment Period ends (the "Notification").</p> <ul style="list-style-type: none"> • The Organiser reserves the right to use any other method or medium that it deems fit at its sole and absolute discretion for the purpose of announcing the Recruitment Participants. • The Organiser reserves the right to appoint a third party to conduct the verification of the Selected Participants and to fulfil the delivery of Prizes. • Participants must agree that the Organiser may provide all necessary information to such third party to facilitate such service. <p>Selected and/or Eligible Participants are required to respond in writing via Facebook Messenger, Instagram Direct Messenger (DM), Tik Tok Direct Messages and/or XiaoHongShu Messages to Friso® Gold Malaysia with the following details:</p> <ul style="list-style-type: none"> • Full Name (according to I/C): • Contact Number: • Email Address: • I/C Number: • Bank Name:

	<ul style="list-style-type: none"> • Bank Account Number: • Child's Full Name (according to Birth Cert/MyKid): • Child's Birth Cert/MyKid number: <p>If there is no response from the Selected Participants within SEVEN (7) days from such Notification, the awarded prize will be forfeited and no form of compensation (whether in cash or in kind) will be given in place of the forfeited prize.</p>
Rights of Organiser	<p>The Organiser will not be responsible or liable for:</p> <ul style="list-style-type: none"> • Any problem, loss or damage of whatsoever nature suffered by any party due to any delay and/or failure in compiling the entry as a result of any network, communication or system error, interruption and/or failure experienced by the participating internet line in the Recruitment. In the event of such error, interruption and/or failure, the Organiser shall not be responsible or liable for any failure by any Participants to participate in the Recruitment at any time; • Any problem, damage or loss of whatsoever nature to any Participants, or their authorized representatives resulting from their participation in the Recruitment; and • Any error, omission, interruption, deletion, defect, delay in operation or transmission, internet line failure, theft, destruction of, or unauthorized access to entries, arising during operation or transmission as a result of server functions, virus, bugs or other causes outside its control. • The Organiser reserves the right to use and own the usage rights to content create by Selected participants during contract period for marketing, advertising, promotional, and commercial purposes, including but not limited to paid media such as paid social media advertisements, digital advertising, print advertising, out-of-home advertising, and sponsored or promoted content. • Participants must agree that the Organiser shall not be responsible nor liable for any delay, injury or damage to the Participant's and/or any third party's computer, computer system or apparatus relating to or resulting from access to, participation in this Recruitment, including the playing, downloading of any materials or information from the Website, submission for this Recruitment, server failure, lost, delayed or corrupted data or other malfunction. • The Organiser reserves the right at its sole discretion to disqualify any individual that it determines to be tampering with the entry process or the operation of the Recruitment, or acting in breach or potential breach of these Terms and Conditions. • The Organiser reserves the right to cancel, modify, suspend, or delay the Recruitment in the event of unforeseen circumstances beyond its reasonable control and shall not be liable to compensate the Participants in any manner whatsoever. • By participating in this Recruitment, Participants consent to the Organiser publishing and using their names, photographs and/or entries for announcement, publicity, advertising and/or trade purposes without further compensation or notice. • By participating, Participants agree to be bound by these

	<p>Recruitment Terms & Conditions and the decisions of the Organiser.</p> <ul style="list-style-type: none"> • The Organiser reserves the right to change, amend, delete or add to these Terms & Conditions at any time without prior notice, and Participants shall be bound to such changes. • The Organiser collects personal identifiable information for service provision, correspondence, marketing, promotional purposes, and product or service improvement. By submitting personal information, Participants grant permission for such use. Participants may opt out by contacting the Careline at 1800-81-3854 or frisogoldcareline@frieslandcampina.com. Personal information will not be shared with other companies for independent use. • For the Organiser's full Personal Data Protection Act Compliant Notice, please refer to: https://www.frisogold.com.my/toddler/privacy-policy • These Recruitment Terms & Conditions are prepared in English version only.
Do's and Don'ts for Participants	<p>Do's</p> <ul style="list-style-type: none"> • Comply with the Terms & Conditions stated herein. <p>Don'ts</p> <ul style="list-style-type: none"> • The Organiser reserves the right, at its sole discretion, to remove any submission if the Participants submit, post or otherwise make available any information that: • Is unlawful, harassing, defamatory, abusive, threatening, obscene, harmful, tortuous, libelous or invasive of another's privacy; • Contains contents or anything related to infants and/or designated products that violates the Ministry of Health's Code of Ethics for the Marketing of Infant Foods and Related products. Infant refers to any person up to twelve (12) months of age and designated products here refer to: <ul style="list-style-type: none"> ○ Infant formula (for infants 0–12 months) including ready-to-feed formula; ○ Follow-up formula (for infants 6 months to 3 years) including ready-to-feed formula; ○ Special formula (infant or follow-up formula for special dietary or medical purposes) including ready-to-feed formula; ○ Any other product represented or marketed for feeding infants up to the age of 6 months; ○ Feeding bottle; teat and pacifier; mitten; • Contains caption with the following words – baby, infant, breastfeeding, formula feeding for infant (0–12 months old) and/or words that have equivalent or similar meaning; • Contains any manners of promoting directly or indirectly on designated products; • Infringes or violates any party's copyright, trademark, trade secret, patent or other proprietary right; • Contains any worms, viruses or other harmful, disruptive or destructive files, code or programme; or

	<ul style="list-style-type: none">• Includes any unauthorised advertising, promotional materials, chain letters, spam, junk mail or any other type of unsolicited mass e-mail to people or entities that have not agreed to be part of such mailings.
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