

CENTURY ALUMINUM COMPANY
HEALTH, SAFETY AND SUSTAINABILITY COMMITTEE CHARTER

1. Purpose

The purpose of the Health, Safety and Sustainability Committee (the “Committee”) of the Board of Directors (the “Board”) of Century Aluminum Company (the “Company”) is to assist the Board and provide guidance and oversight on the development and implementation of the Company’s policies, practices, initiatives and management systems relating to health, safety, environmental sustainability and social responsibility matters.

2. Composition

The Committee shall consist of no fewer than three members, the exact number being determined from time to time by the Board.

The members of the Committee shall be elected to the Committee by the Board, on an annual basis or as necessary to fill vacancies in the interim, based on the recommendations of the Governance and Nominating Committee of the Board. The Board may designate one of the members of the Committee as the Committee’s chairperson. The Committee members may be replaced or removed by a simple majority of the Board at any time with or without cause.

3. Meetings

The Committee shall meet as often as it determines to be necessary to fulfill its responsibilities, but not less frequently than at least four times each year. A majority of the total number of members of the Committee shall constitute a quorum at all Committee meetings. Meetings may be held in person, telephonically or through videoconference, and actions may be taken by unanimous written consent. The Committee will keep minutes of each meeting and will make regular reports to the Board on such meetings and on such other matters as the Committee deems otherwise necessary or advisable. Reports to the Board may take the form of an oral report from the Committee’s chairperson or any other member of the Committee designated by the Committee to make such report.

4. Responsibilities and Duties

The following are the duties and responsibilities of the Committee:

- (a) The Committee shall review with management the Company’s goals, policies, programs and initiatives relating to health, safety, environmental sustainability and social responsibility, including relating to human rights, and evaluate the effectiveness thereof.
- (b) The Committee shall review with management the Company’s record of performance on health, safety, environmental sustainability and social

responsibility matters and make recommendations to the Board based on the Company's record of performance on such matters

- (c) The Committee shall review with management the Company's compliance with applicable laws, rules, regulations and standards of corporate conduct relating to health, safety, environmental sustainability and social responsibility matters.
- (d) The Committee shall review with management emerging trends relating to health, safety, environmental sustainability and social responsibility in legislation and proposed regulations that may affect the Company.
- (e) The Committee shall review with management the Company's potential risks and liabilities as they relate to health, safety, environmental sustainability and social responsibility and the adequacy of the Company's policies and related practices to effectively manage these risks and liabilities.
- (f) The Committee shall carry out such other duties or responsibilities as the Committee, with the concurrence of the Board, may deem appropriate, or as may be delegated to the Committee by the Board.

5. Resources and Authority

The Committee shall have the resources, funding and authority appropriate to discharge its duties and responsibilities, including full access to the Company's executives, as necessary, as well as the authority to conduct studies and investigations into any matter of interest or concern within the scope of its responsibilities. The Committee shall have the authority to retain independent counsel, at the Company's expense, in addition to any consultants or other experts to assist in the conduct of any such study or investigation and the authority to approve fees payable to such counsel or experts and any other terms of retention.

6. Delegation to Sub-Committee

The Committee may, in its discretion, establish and delegate specific duties to one or more subcommittees and appoint members of the Committee to such subcommittees.

7. Annual Evaluation

The Committee shall review its own performance and review and reassess the adequacy of this Charter at least annually in such manner as it deems appropriate, and shall submit such evaluation, including any recommendations for change, to the Governance and Nominating Committee of the Board for review, discussion and approval.