

**CENTURY ALUMINUM COMPANY
INCENTIVE COMPENSATION RECOUPMENT POLICY**

If the Board of Directors (the “Board”) of Century Aluminum Company (“Century, the “Company”) or an appropriate Committee thereof has determined that any fraud or intentional misconduct by an employee was a significant contributing factor to the Company having to restate all or a portion of its financial statements, the Board or such Committee shall take, in its discretion, such action as it deems necessary or appropriate to remedy the misconduct and prevent its recurrence.

Without limiting the foregoing, the Board will, to the extent permitted by applicable law, in all appropriate cases, require reimbursement of any bonus or incentive compensation paid to that employee after January 1, 2008, cause the cancellation of restricted or deferred stock awards and outstanding stock options granted to that employee, and seek reimbursement of any gains realized by that employee on the exercise of stock options attributable to such awards if and to the extent that: (a) the amount of bonus or incentive compensation was calculated based upon the achievement of certain financial results that were subsequently reduced due to a restatement, (b) the Board or such Committee determines that that employee engaged in any fraud or misconduct which caused or contributed to the need for the restatement, and (c) the amount of the bonus or incentive compensation that would have been awarded to that employee had the financial results been properly reported would have been lower than the amount actually awarded to him or her.

In addition, the Board may dismiss that employee, authorize legal action against him or her for breach of fiduciary duty or other violation of law, take such other action to enforce that employee’s obligations to the Company as may fit the facts surrounding the particular case. The Board may, in determining the appropriate action, take into account penalties, fines or other sanctions imposed by third parties, such as law enforcement agencies, regulators or other authorities. The Board’s power to determine the appropriate sanction in any such case is in addition to, and not in replacement of, sanctions imposed by such entities.