

**STOCK-OWNERSHIP GUIDELINES
NON-EMPLOYEE INDEPENDENT DIRECTORS AND OFFICERS**

Introduction

These Stock Ownership Guidelines are intended to demonstrate the commitment to and confidence in Century Aluminum Company (“Century,” the “Company”) that is held by the Directors and Management of Century, and further to align their interests and actions with the interests of the Company’s stockholders.

Minimum Ownership Guidelines

Our minimum stock ownership requirements by category are expressed as a number of shares intended to approximate a value roughly based on a multiple of base salary as follows:

Category of Participant	Stock Guideline
CEO	150,000
EVP	48,000
SVP	18,000
VP	6,000
Non-Employee Independent Directors	25,000

These Stock-Ownership Guidelines will be reviewed from time to time and revised at the discretion of the Board of Directors of the Company to conform the value of shares held to the applicable approximation of base salary multiple.

Compliance Period

Officers should meet these Stock-Ownership Guidelines within five years from the later of the date of hire or the effective date of these Stock-Ownership Guidelines. Officers who are subsequently promoted to a higher Category of Participant level, as set forth above, will have five years from the date of promotion to achieve their increased Stock Guideline.

Non-Employee Independent Directors should meet these Stock-Ownership Guidelines within five years from the later of the date of appointment or election to the Board or the effective date of these Stock-Ownership Guidelines.

Eligible Shares

The following may be used in determining share ownership in compliance with these Stock-Ownership Guidelines:

- Shares purchased on the open market;

- Shares owned jointly with or separately by the Officer's or Non-Employee Independent Director's spouse and/or family residing in the same household;
- Shares held in trust for the benefit of the Officer or Non-Employee Independent Director or his or her family residing in the same household;
- Shares held through the Century Aluminum 401(k) plan;
- Shares obtained through stock option exercise;
- Vested Restricted Stock or underlying shares with respect to vested Restricted Stock Units.

Non-Employee Independent Directors and Officers will be notified each year where they stand with regard to the ownership levels in these Stock-Ownership Guidelines.

Sunset Provision

Non-Employee Independent Directors may diversify their holdings in Company stock as they near service-separation from the Board of Directors. Officers may diversify their holdings in Company stock as they near retirement from the Company. Generally, it is acceptable to fall below these Stock-Ownership Guidelines for purposes of diversification within two years of separation from service as a Non-Employee Director of the Company, or retirement from the Company, as the case may be.

While Non-Employee Directors who are not also Independent Directors are not subject to these Stock-Ownership Guidelines, such Non-Employee Directors are urged to follow these Stock-Ownership Guidelines to the extent feasible, doing so in consultation with the Chairman of the Board of the Company and/or the Chair of the Governance and Nominating Committee of the Board of Directors of the Company.