

AMERICAN WATER WORKS COMPANY, INC.  
CURRENT LEVEL OF BOARD OF DIRECTORS REMUNERATION  
AS OF MAY 10, 2023

	To Whom Payable	Fee Amount	Payment Timing
<b>Annual Cash Retainer Fees<sup>1</sup></b>			
Board of Directors	All Directors	\$120,000	25% in advance as soon as reasonably practicable after the 1 <sup>st</sup> day of each calendar quarter
Board Chair Premium	Board Chair	\$80,000	25% in advance as soon as reasonably practicable after the 1 <sup>st</sup> day of each calendar quarter
Audit, Finance and Risk Committee	Chair	\$25,000	25% in advance as soon as reasonably practicable after the 1 <sup>st</sup> day of each calendar quarter
Executive Development and Compensation Committee	Chair	\$20,000	25% in advance as soon as reasonably practicable after the 1 <sup>st</sup> day of each calendar quarter
Nominating/Corporate Governance Committee	Chair	\$20,000	25% in advance as soon as reasonably practicable after the 1 <sup>st</sup> day of each calendar quarter
Safety, Environmental, Technology and Operations Committee	Chair	\$20,000	25% in advance as soon as reasonably practicable after the 1 <sup>st</sup> day of each calendar quarter
<b>Annual Stock Unit Grant<sup>2</sup></b>			
Board of Directors	All Directors	\$155,000	Annually, effective as of the date of the Annual Meeting of Shareholders
<b>Annual Stock Unit Grant<sup>3</sup></b>			
Board Chair Premium	Board Chair	\$95,000	Annually, effective as of the date of the Annual Meeting of Shareholders

In addition to the above fees, Non-Employee Directors are reimbursed for travel and other expenses incurred in attending meetings and other functions of the Board of Directors or Committees of the Board, and also for attending one director education program per year.

**DIRECTOR STOCK RETENTION REQUIREMENTS:**

Directors are required to hold shares equaling five (5) times their annual cash retainer by the fifth anniversary of the commencement of service as a director.

<sup>1</sup> Directors who are employees of the Company or one of its subsidiaries do not receive any additional compensation for service on the Board of Directors.

<sup>2</sup> Each director, who is not an employee of the Company or one of its subsidiaries, shall be paid an annual equity award in stock units (and dividend equivalents) issuable under the Company's 2017 Omnibus Equity Compensation Plan, with an aggregate grant date fair value of approximately \$155,000, effective as of the date of the annual meeting of shareholders.

<sup>3</sup> The Board Chair of the Board of Directors shall be paid an additional equity award in stock units (and dividend equivalents) with an aggregate grant date fair value of approximately \$95,000, effective as of the date of the annual meeting of shareholders.