

AMERICAN WATER WORKS COMPANY, INC.
CURRENT LEVEL OF BOARD OF DIRECTORS REMUNERATION
AS OF MAY 13, 2026

	To Whom Payable	Fee Amount	Payment Timing
Annual Cash Retainer Fees¹			
Board of Directors	All Directors	\$125,000	25% in advance as soon as reasonably practicable after the 1 st day of each calendar quarter
Board Chair Premium	Board Chair	\$80,000	25% in advance as soon as reasonably practicable after the 1 st day of each calendar quarter
Audit, Finance and Risk Committee	Chair	\$25,000	25% in advance as soon as reasonably practicable after the 1 st day of each calendar quarter
Executive Development and Compensation Committee	Chair	\$20,000	25% in advance as soon as reasonably practicable after the 1 st day of each calendar quarter
Nominating/Corporate Governance Committee	Chair	\$20,000	25% in advance as soon as reasonably practicable after the 1 st 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 st day of each calendar quarter
Annual Stock Unit Grant²			
Board of Directors	All Directors	\$175,000	Annually, effective as of the date of the Annual Meeting of Shareholders
Annual Stock Unit Grant³			
Board Chair Premium	Board Chair	\$100,000	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:

Non-employee directors are required to hold shares with a value of at least five (5) times their annual cash retainer by the fifth anniversary of the commencement of service as a director.

¹ Retainer fees are payable only to non-employee directors (that is, directors who are not employees of the Company or one of its subsidiaries). 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.

² Each non-employee director shall be paid an annual equity award in stock units under the Company's 2017 Omnibus Equity Compensation Plan, which units are immediately vested and converted into common stock and have an aggregate grant date fair value of approximately \$175,000, effective as of the date of the 2026 annual meeting of shareholders.

³ The Board Chair shall receive a premium to the Annual Stock Unit Grant for all non-employee directors, payable in stock units under the Company's 2017 Omnibus Equity Compensation Plan, which units are immediately vested and converted into common stock and have an aggregate grant date fair value of approximately \$100,000, effective as of the date of the 2026 annual meeting of shareholders.