CHARTER OF THE COMPENSATION COMMITTEE
OF THE BOARD OF DIRECTORS OF
EL POLLO LOCO HOLDINGS, INC.

Amended and Restated as of October 25, 2024

I. PURPOSE OF THE COMMITTEE

The purposes of the Compensation Committee (the "Committee") of the Board of Directors (the "Board") of El Pollo Loco Holdings, Inc., a Delaware corporation (the "Corporation") shall be (i) to oversee the Corporation's compensation and employee benefit plans and practices, including its executive compensation plans, and its incentive-compensation and equity-based plans, (ii) to review and discuss with management the Corporation's compensation discussion and analysis ("CD&A") to be included in the Corporation's annual proxy statement or annual report on Form 10-K filed with the Securities and Exchange Commission (the "SEC"), (iii) to prepare the Compensation Committee Report as required by the rules of the SEC and (iv) to perform such further functions as set forth herein or as may be consistent with this Charter, or assigned by applicable law or by the Corporation's certificate of incorporation or charter or by-laws or by the Board.

II. COMPOSITION OF THE COMMITTEE

The Committee shall consist of two or more directors as determined from time to time by the Board. Each member of the Committee shall be qualified to serve on the Committee pursuant to the requirements of the Nasdaq Stock Market, LLC (the "Nasdaq"), the rules and regulations of the SEC and any additional requirements that the Board deems appropriate.

Each member of the Committee shall be an "independent director" as defined under the applicable Nasdaq rules, regulations and listing requirements, except as may otherwise be permitted by Nasdaq rules, and at least two directors shall qualify as "non-employee directors" for the purposes of Rule 16b-3 under the Securities Exchange Act of 1934 (the "Exchange Act").

The chairperson of the Committee shall be designated by the Board, *provided* that if the Board does not so designate a chairperson, the members of the Committee, by a majority vote, may designate a chairperson.

Any vacancy on the Committee shall be filled by majority vote of the Board. No member of the Committee shall be removed except by majority vote of the Board.

III. MEETINGS AND PROCEDURES OF THE COMMITTEE

The Committee shall meet as often as it determines necessary to carry out its duties and responsibilities. The Committee may establish its own meeting schedule, which it shall provide to the Board. The Committee, in its discretion, may ask members of management or others to attend its meetings (or portions thereof) and to provide pertinent information as necessary.

A quorum shall be constituted by a majority of the members of the Committee present in person or by means of a conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other.

The Committee shall maintain minutes of its meetings, and records relating to those meetings, and shall report regularly to the Board on its activities, as appropriate.

IV. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE

A. Executive and Director Compensation

The Committee shall have the following duties and responsibilities with respect to the Corporation's executive and director compensation plans:

(a) To review and approve at least annually the goals and objectives of the Corporation's executive compensation plans, and amend, or recommend that the Board amend, these goals and objectives if the Committee deems it appropriate.

(b) To review at least annually the Corporation's executive compensation plans in light of the Corporation's goals and objectives with respect to such plans, and, if the Committee deems it appropriate, approve, or recommend that the Board approve, new or amended executive compensation plans.

(c) To evaluate annually the performance of the Chief Executive Officer in light of the goals and objectives of the Corporation's executive compensation plans and determine and approve the Chief Executive Officer's compensation level based on this evaluation. In determining the long-term incentive component of the Chief Executive Officer's compensation, the Committee shall consider factors as it determines relevant, which may include, for example, the Corporation's performance and relative stockholder return, the value of similar awards to chief executive officers of comparable companies, and the awards given to the Chief Executive Officer of the Corporation in past years.

(d) To evaluate annually the performance of the other executive officers of the Corporation in light of the goals and objectives of the Corporation's executive compensation plans and approve or make recommendations to the Board with respect to the compensation of such other executive officers. To the extent that long-term incentive compensation is a component of such executive officer's compensations, the Committee shall consider all relevant factors in determining the appropriate level of such compensation, including the factors applicable with respect to the Chief Executive Officer.

(e) To evaluate at least annually the appropriate level and form of compensation for Board and committee service by non-employee directors.

(f) To review and recommend to the Board employment and severance arrangements for executive officers, including employment agreements and change-in-control provisions, plans or agreements.

(g) To perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any executive compensation plan.

(h) To review perquisites or other personal benefits to the Corporation's executive officers and directors and recommend any changes to the Board.

(i) To review and discuss with management the Corporation's CD&A, and any other material compensation disclosure prepared in response to the requirements of SEC rules, and to recommend to the Board based on that review and discussion that the CD&A be included in the annual proxy statement or annual report on Form 10-K .

(j) To prepare the Compensation Committee Report in accordance with the rules and regulations of the SEC for inclusion in the Corporation's annual proxy statement or annual report on Form 10-K.

(k) To perform such other functions as assigned by law, by the Corporation's certificate of incorporation or charter or by-laws or by the Board.

B. General Compensation and Employee Benefit Plans

The Committee shall have the following duties and responsibilities with respect to the Corporation's general compensation and employee benefit plans, including incentive-compensation and equity-based plans:

(a) To oversee the Corporation's overall compensation philosophy, policies and programs, and assess whether the Company's compensation philosophy establishes appropriate incentives for management and employees.

(b) To review at least annually the goals and objectives of the Corporation's general compensation policies, plans and programs and its other employee benefit plans, including incentive-compensation and equity-based plans, and amend, or recommend that the Board amend, these goals and objectives if the Committee deems it appropriate.

(c) To review at least annually the Corporation's general compensation policies, plans and programs and its other employee benefit plans, including incentive-compensation and equity-based plans, in light of the goals and objectives of these plans, and recommend that the Board amend these plans if the Committee deems it appropriate.

(d) To review all equity-compensation plans and make recommendations to the Board with respect to the adoption or amendment of such equity-compensation plans, subject stockholder approval as may be required under Nasdaq listing standards.

(e) To oversee the assessment of risks related to the Corporation's compensation policies and programs.

(f) To perform such duties and responsibilities as may be assigned to the Board or the Committee under the terms of any compensation or other employee benefit plan, including any incentive-compensation or equity-based plan.

C. Management Succession and Development

(a) The Committee shall assist the Board in its CEO succession planning and, in consultation with the Chief Executive Officer, periodically review and make recommendations to the Board regarding the Corporation's management succession planning for other key Corporation executives.

(b) The Committee shall assist the Board in oversight of management's implementation and periodic review of a system for the education, development and succession of senior and mid-level managers throughout the Corporation.

D. Other Responsibilities

The Committee shall have the following additional duties and responsibilities:

(a) To exercise such other powers and perform such other duties and responsibilities as are incidental to the purposes, duties and responsibilities specified herein or as may from time to time be delegated to the Committee.

(b) To perform such other functions as assigned by applicable law, the Corporation's certificate of incorporation or charter and by-laws, and the rules and regulations of the Nasdaq and the SEC, and to take such other actions and perform and carry out any other responsibilities and duties delegated to it by the Board or that the Committee deems necessary or appropriate consistent with its purpose.

(c) Oversee human capital programs and strategies, including those that promote employee development and retention and workforce diversity and inclusion.

(d) Review the results of the annual advisory shareholder vote on executive compensation ("say-on-pay vote") and the frequency of such votes and consider the result of such votes in connection with the Committee's evaluations of the Corporation's executive compensation policies and practices.

(e) Administer and periodically review the incentive compensation recoupment and recovery policies applicable to the Corporation's executive officers and update or make recommendations to the Board regarding such policies and exercise all powers of the Board with respect to the enforcement of such policies as the Board may periodically delegate.

(f) Implement, administer and periodically review stock ownership guidelines requiring directors, executive officers and certain other key employees of the Corporation to maintain certain levels of stock ownership in the Corporation.

(g) Establish, implement and periodically review equity award timing policies.

V. ROLE OF CHIEF EXECUTIVE OFFICER

The Chief Executive Officer may make, and the Committee may consider, recommendations to the Committee regarding the Corporation's compensation and employee

benefit plans and practices, including its executive compensation plans, its incentive-compensation and equity-based plans with respect to executive officers other than the Chief Executive Officer and the Corporation's director compensation arrangements.

VI. DELEGATION OF AUTHORITY

The Committee may form subcommittees for any purpose that the Committee deems appropriate, and may delegate to such subcommittees such power and authority as the Committee deems appropriate; *provided, however,* that the Committee shall not delegate to a subcommittee any power or authority required by any law, regulation or listing standard to be exercised by the Committee as a whole. In particular, the Committee may delegate the approval of award grants and other transactions and responsibilities regarding the administration of compensatory programs to a subcommittee consisting solely of members of the Committee who are "non-employee directors" for the purposes of Rule 16b–3 under the Exchange Act ; *provided, however,* that no such subcommittee shall consist of fewer than two members.

In addition, the Committee may delegate to one or more officers of the Corporation the authority to make grants and awards of stock rights or options to any non-Section 16 officer of the Corporation under such of the Corporation's incentive-compensation or other equity-based plans as the Committee deems appropriate and in accordance with the terms of such plans and applicable law.

VII. EVALUATION OF THE COMMITTEE

The Committee shall, no less frequently than annually, evaluate its performance. In conducting this review, the Committee shall evaluate whether this Charter appropriately addresses the matters that are or should be within its scope and shall recommend such changes as it deems necessary or appropriate. The Committee shall address all matters that the Committee considers relevant to its performance, including at least the following: the adequacy, appropriateness and quality of the information and recommendations presented by the Committee to the Board, the manner in which they were discussed or debated, and whether the number and length of meetings of the Committee were adequate for the Committee to complete its work in a thorough and thoughtful manner.

The Committee shall deliver to the Board a report, which may be oral, setting forth the results of its evaluation, including any recommended amendments to this Charter and any recommended changes to the Corporation's or the Board's policies or procedures.

VIII. INVESTIGATIONS, STUDIES AND OUTSIDE ADVISORS

The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities, and may retain or obtain the advice of a compensation consultant, legal counsel or other advisor in its sole discretion. The Committee shall be directly responsible for the appointment, compensation and oversight of the work of any compensation consultant, legal counsel or other advisor retained by the Committee, the expense of which shall be borne by the Corporation. The Committee may select, or receive advice from, a compensation consultant, legal counsel or other advisor to the Committee, other than in-house legal counsel, only after conducting an assessment of, and determining, the advisor's independence, including

whether the advisor's work has raised any questions of independence or conflicts of interest, taking into consideration the Exchange Act, the factors set forth in the applicable Nasdaq rules, and any other factors that the Committee deems relevant. The Committee shall annually review its assessment of any potential conflicts of interest raised by the work of any compensation consultants.

IX. COMPENSATION

Members of the Committee will receive such fees or other compensation, if any, for their service as Committee members, as may be determined by the Board, which may include additional compensation for the chairperson. Such fees may include retainers or per-meeting fees, and will be paid in such form or forms of consideration as the Board determines in accordance with applicable laws and with the rules and regulations of the Nasdaq and the SEC.

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While the members of the Committee have the duties and responsibilities set forth in this Charter, nothing contained herein is intended to create, or should be construed as creating for the members of the Committee any responsibility or liability, except to the extent otherwise provided under applicable federal or state law.