

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

July 17, 2024

I. PURPOSE OF THE COMMITTEE

The purpose of the environmental, sustainability, social and governance (“ESG”) Committee (the “Committee”) of the Board of Directors (the “Board”) of El Pollo Loco Holdings, Inc., a Delaware corporation (the “Corporation”), is to assist the Board in discharging its oversight responsibility related to ESG matters, provide guidance to the Board on the aforementioned matters in partnership with the Nominating and Corporate Governance Committee and the Audit Committee, and perform an oversight role in shaping the Corporation’s ESG strategy. ESG matters include topics such as climate change impacts, energy and natural resources conservation, environmental and supply chain sustainability, human rights, diversity and inclusion, and other ESG issues that are relevant and material to the Corporation. This Charter shall not be amended except upon approval of a majority of the Corporation’s independent Board members or as otherwise required by law or regulation.

II. COMPOSITION OF THE COMMITTEE

The Committee shall consist of three or more directors, as determined from time to time by the Board, each of whom the Board has determined is “independent” under the rules of the Nasdaq Stock Market, LLC, (the “Nasdaq”), the rules and regulations of the Securities and Exchange Commission (the “SEC”), the independence standards in the Corporations’ Corporate Governance Guidelines, and any additional requirements that the Board deems appropriate. Such directors shall be appointed by the Board and shall serve at the pleasure of the Board for such term or terms as the Board may determine or until earlier resignation. The Board shall elect one member of the Committee as its chairperson until their resignation, removal or replacement by a vote of the members of the Board or the Committee.

Any vacancy on the Committee shall be filled by the majority vote of the Board. No member of the Committee shall be removed except by the 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, but no less frequently than two times annually. The Committee may request any officer or employee of the Corporation, or the Corporation’s outside counsel or consultants to meet with the Committee. However, the Committee shall meet regularly without such members present. The Committee is governed by the same rules regarding meetings (including meetings in person or by telephone or other similar communications equipment), action without meetings, notice, waiver of notice, and quorum and voting requirements as are applicable to the Board.

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, report regularly to the Board on its activities, and make recommendations to the Board as appropriate.

IV. DUTIES AND RESPONSIBILITIES OF THE COMMITTEE

The Committee shall have the following principal responsibilities, duties and authority, along with such other responsibilities as the Board may delegate to the Committee from time to time:

- review and discuss with management the Corporation's ESG strategy, initiatives, and policies;
- review and monitor the operational, regulatory, and reputational risks and impacts of ESG on the Corporation and provide insight and guidance with respect to the Corporation's management of such risks and impacts;
- review and discuss reports from management regarding the Corporation's progress toward its key ESG objectives;
- provide input and guidance with respect to communications with employees, investors, and other stakeholders, as appropriate, regarding the Corporation's position on or approach to ESG matters;
- review and make recommendations to the Board with respect to proposals for corporate action relating to ESG matters received from the Corporation's shareholders, consulting with the Corporate Governance and Nominating Committee as necessary;
- review and receive updates from management on significant social and public responsibility matters of interest to the Corporation and its stakeholders, metrics relating to the Corporation's brands, and strategies for enhancing the Corporation's reputation among its stakeholders regarding ESG matters;
- review and assess the performance of the Committee and the adequacy of this Charter annually and recommend any proposed changes for approval by the Board; and
- perform any other activities consistent with this Charter, the Corporation's Articles of Incorporation and the Corporation's Bylaws as this Committee or the Board may deem necessary, advisable or appropriate for the Committee to perform.

In carrying out its duties and responsibilities, the Committee's policies and procedures should remain flexible, so that it may be in a position to best address, react or respond to changing circumstances or conditions.

Nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility of or liability for the members of the Committee, except to the extent otherwise provided under applicable federal or state law.