

Annual Report Analysis (Consolidated)

Source: CRORES. All figures Crores. Pipeline: v5-Gemini — W1a → W3 → W1b+W2+W2F (parallel, notes-injected) → Merge.

Investor Snapshot

#	Analytical Point	Sentiment
1	IIFL Securities maintains a dominant market position, ranking #1 in IPO transaction counts (29) and successfully pivoting toward high-yield "Mass Affluent" advisory and insurance distribution.	□
2	<i>Revenue growth remained muted at 5.11% (1,361 Cr), significantly lagging behind the 30% surge in client receivables, indicating a decoupling of sales from cash realization.</i>	□
3	<i>Operating Profit Margins (OPM) experienced sharp compression, falling from 42% to 35% as rising employee and sub-brokerage costs outpaced top-line expansion.</i>	□
4	<i>Profitability deteriorated with PAT declining 19% to 248 Cr, pressured by margin contraction and the aggressive amortization of commercial rights intangibles.</i>	□
5	The balance sheet underwent technical deleveraging with a □121 Cr reduction in total borrowings, bringing the Debt/Equity ratio down to a conservative 0.36x.	□
6	<i>Operational cash flow is under severe stress, reporting a massive negative CFO of - 793 Cr, primarily driven by a 1,146 Cr regulatory-induced outflow of client funds.</i>	□
7	Strategic capital reallocation is evident through the exit from low-margin discount broking via the 5paisa deal, focusing resources on higher-margin distribution segments.	□
8	<i>Earnings quality is a primary concern with a CFO/PAT ratio of -3.17 and a 76% surge in unbilled receivables, suggesting potentially aggressive revenue recognition in Investment Banking.</i>	□
9	Governance remains structurally sound with a 66% independent board, though high intra-group loan limits (□1,500 Cr) and dividend payments from reserves warrant scrutiny.	□
10	<i>Credit risk is escalating as client receivables for margin funding reached 1,027 Cr, with over 10 Cr aged beyond three years, signaling potential asset quality issues.</i>	□
11	The outlook depends on the recovery of high-margin IB deals and the stabilization of the retail advisory pivot to offset the permanent loss of treasury float income.	□
12	Stance: WATCH; key monitorables include the convergence of CFO/PAT toward 0.8x and the containment of client receivable growth below 10%.	□

1. BUSINESS OVERVIEW

- IIFL Securities (IIFLSEC) is a diversified financial services platform transitioning from a transaction-heavy brokerage to an advisory-led wealth-tech model.
- **Revenue Segments:** Retail Broking (34%), Financial Products Distribution (18%), Institutional Broking (13%), and Investment Banking (9%).
- **Strategic Pivot:** Hiving off the "Online Retail Trading Business" to 5paisa Capital to exit the low-margin discount brokerage price war and focus on the "Mass Affluent" segment (Net worth □0.1 Cr to □10 Cr).

- **Revenue Drivers:** Shift toward "Mass Affluent" advisory, high growth in Insurance and AIF/PMS distribution, and research-led institutional broking covering 262+ stocks (78% of India's Mcap).
- **Cost Drivers:** Normalization of post-COVID costs, resumption of high-touch international conferences/ roadshows, and rising human capital costs (1,579 employees).
- **Industry Position:** Market leader in Investment Banking, ranking #1 in the number of IPOs completed in FY23 (29 transactions).
- **Geographical Presence:** "Phygital" model combining a robust digital app (10.8 million downloads) with a physical presence in 2,000+ towns.
- **Expansion Plans:** Focus on "Wallet Share" over "Client Count" by converting the remaining 3 million retail clients into high-yield advisory clients.

2. MANAGEMENT COMMENTARY & OUTLOOK

- Management is executing a "calculated reorientation" toward the underserved mass affluent segment, using "Research as a Product" to drive cross-selling and financial planning.
- The 5paisa deal is intended to "sharpen focus," though it removes a high-volume top-of-the-funnel for client acquisition.
- Investment Banking maintains a "robust deal pipeline" despite market volatility, showcasing strong mandate-winning capabilities.
- Insurance distribution is highlighted as a "hidden gem," with 48% growth in premiums (₹278.8 Cr) providing a high-margin annuity stream.
- Management justifies material Related Party Transactions (ICDs up to ₹1,500 Cr) as "Treasury Management" conducted at arm's length (SBI 1-year MCLR + 250-350 bps).
- Heavy emphasis is placed on "Prudent Governance" and "Cyber Security," including ISO 27001 certification and the appointment of a CISO to meet increasing SEBI regulatory heat.
- The 19% drop in PAT is attributed to the "Cost of Normalcy," involving necessary reinvestment in human capital and physical outreach.
- Management exhibits a high degree of self-awareness by exiting the discount retail space but remains cautious regarding global macro headwinds like interest rates and inflation.
- **Management Tone Verdict:** Management is strategic and adaptive, prioritizing ecosystem liquidity and high-yield segments over volume; however, a clear gap exists between the "Growth Narrative" (ADTO up 95%) and "Profit Realization" (PAT down 19%), suggesting a style that prioritizes long-term structural pivots over short-term margin stability.

3. FINANCIAL ANALYSIS

3.1 Financial Statements

Source: Screener.in — all monetary values in Crores. Use these numbers directly.

P&L Statement (₹Crores)

Line Item	Mar 2023	Mar 2022
Sales -	1,361.00	1,295.00
Sales Growth %	5.11	54.01
Expenses -	886.00	749.00
Manufacturing Cost %	20.23	16.36
Employee Cost %	26.36	25.08
Other Cost %	18.51	16.38
Operating Profit	475.00	546.00
OPM %	35.00	42.00
Other Income -	10.00	22.00
Exceptional items	2.93	10.93
Other income normal	6.73	10.96
Interest	77.00	102.00
Depreciation	67.00	63.00
Profit before tax	341.00	402.00
Tax %	27.00	24.00
Net Profit -	250.00	306.00
Minority share	0.00	0.00
Exceptional items AT	2.00	8.00
Profit excl Excep	248.00	298.00
Profit for PE	248.00	298.00
Profit for EPS	250.00	306.00
Profit Growth %	-17.00	38.00
EPS in Rs	8.19	10.07
Dividend Payout %	37.00	30.00

Balance Sheet (₹Crores)

Line Item	Mar 2023	Mar 2022
Equity Capital	61.00	61.00
Reserves	1,289.00	1,121.00
Borrowings -	486.00	607.00
Long term Borrowings	0.00	0.00
Short term Borrowings	0.00	0.00
Other Borrowings	486.00	607.00
Other Liabilities -	3,401.00	4,252.00
Non controlling int	-1.00	0.00
Trade Payables	3.00	2.00
Advance from Customers	20.00	8.00
Other liability items	3,379.00	4,242.00
Total Liabilities	5,237.00	6,041.00
Fixed Assets -	440.00	482.00
Land	69.16	69.16
Building	275.60	281.61
Equipments	7.03	6.83
Computers	32.66	29.20
Furniture n fittings	54.28	53.64
Vehicles	6.13	3.28
Intangible Assets	113.76	113.76
Other fixed assets	102.90	96.68
Gross Block	661.52	654.16
Accumulated Depreciation	221.94	172.01
CWIP	1.00	3.00
Investments	90.00	228.00
Other Assets -	4,707.00	5,329.00
Inventories	0.00	0.00
Trade receivables	22.00	28.00
Cash Equivalents	2,837.00	3,740.00
Loans n Advances	42.00	47.00
Other asset items	1,806.00	1,514.00
Total Assets	5,237.00	6,041.00

Cash Flow Statement (₹Crores)

Line Item	Mar 2023	Mar 2022
Cash from Operating Activity -	-793.00	795.00
Profit from operations	571.00	594.00
Receivables	-8.00	-1.00
Inventory	0.00	2.00
Payables	-91.00	-36.00
Loans Advances	-17.00	-375.00
Other WC items	-1,150.00	693.00
Working capital changes	-1,266.00	283.00
Direct taxes	-98.00	-82.00
Cash from Investing Activity -	163.00	-86.00
Fixed assets purchased	-13.00	-18.00
Fixed assets sold	8.00	45.00
Investments purchased	-5.00	-399.00
Investments sold	148.00	297.00
Interest received	3.00	11.00
Dividends received	0.00	2.00
Other investing items	23.00	-24.00
Cash from Financing Activity -	-296.00	108.00
Proceeds from shares	6.00	4.00
Proceeds from borrowings	0.00	429.00
Repayment of borrowings	-121.00	-114.00
Interest paid fin	-72.00	-98.00
Dividends paid	-91.00	-91.00
Financial liabilities	-16.00	-13.00
Other financing items	0.00	-8.00
Net Cash Flow	-925.00	817.00
Free Cash Flow	-798.00	822.00
CFO/OP	-146.00	161.00

Key Ratios (₹Crores)

Line Item	Mar 2023	Mar 2022
Debtor Days	6.00	8.00
Inventory Days	0.00	0.00
Days Payable	0.00	0.00
Cash Conversion Cycle	6.00	8.00
Working Capital Days	-551.00	-891.00
ROCE %	23.00	32.00

3.2 Financial Analysis Summary

- **Revenue** grew by 5.11% to **1,361.00 Cr**, but **Operating Profit** fell 13% to **475.00 Cr** as **OPM** compressed from 42% to 35% due to a contraction in high-margin Investment Banking income (from 150.38 Cr to 128.68 Cr).
- **Employee Cost %** rose to 26.36% of **Revenue**, driven by a 10.5% increase in salaries and **5.04 Cr** in ESOPs, while **Fees and commission expense** surged 30.19% (Note 27), significantly outpacing the 9.2% growth in fee income.
- A severe divergence exists between **Net Profit** of **250.00 Cr** and **CFO** of **-793.00 Cr**, resulting in a negative **CFO/PAT** ratio of **-3.17**, primarily driven by a **1,146.47 Cr** reduction in **Other Financial Liabilities** (Client Payables) due to regulatory shifts in running account settlements.
- **Trade Receivables** appear lean at **22.00 Cr**, but **Other asset items** contain **1,027.56 Cr** in "Client Receivables" (Note 8) which grew 30% YoY, far exceeding **Revenue** growth and consuming **241.55 Cr** of cash in **Working Capital** changes.
- **Total Debt** decreased to **486.00 Cr** from **607.00 Cr**, improving the **Debt/Equity** ratio to **0.36**, which supported a 25.58% reduction in **Finance Cost** and improved **Interest Coverage** to **5.43x**.
- **Fixed Assets** decreased to **440.00 Cr** as **Depreciation** of **67.00 Cr** outpaced a modest **Capex** of **13.00 Cr**, while **CWIP** remains negligible at **1.00 Cr**.
- **ROCE** diluted significantly from 32% to **23%** and **ROE** fell to **18.52%**, reflecting lower capital efficiency; meanwhile, **Free Cash Flow** was deeply negative at **-798.00 Cr**.
- **Other Income** fell from 22.00 Cr to **10.00 Cr**, as the prior year was propped up by **11.07 Cr** in PPE sale gains and **29.95 Cr** in realized gains on FVTPL, which did not recur in FY23.
- **Total Assets** contracted by 13.3% to **5,237.00 Cr**, primarily due to a **903.00 Cr** drop in **Cash Equivalents**, while **Other liability items** (Note 17) saw a massive drop in client payables, reducing the available "float."
- **Other expenses** rose to **255.12 Cr** (18.87% of revenue), with **Fees and commission expenses** (sub-brokerage) being the primary driver of the margin leak, indicating a higher cost of customer acquisition.
- The dominant financial theme of the year is a **massive liquidity contraction and negative cash flow generation driven by regulatory-induced outflows of client funds, overshadowing modest revenue growth and successful deleveraging.**

3.3 Contingent Liabilities & Commitments

- **Litigation:** The company faces various legal proceedings in the ordinary course of business; however, specific quantified litigation values were not provided in the summary notes.
- **Tax Disputes:** Standard tax assessments are ongoing; effective tax rate rose to 27% due to timing differences.

- **Capital Commitments:** **CWIP** of **1.00 Cr** indicates minimal pending capital commitments for infrastructure.
- **Lease Commitments:** Undiscounted lease obligations of **40.95 Cr**, with **11.63 Cr** due within one year.

3.9 Earnings Quality & Forensic Checks

#	Check	Impact	Status	Evidence	Notes Detail
1	PAT vs CFO trend	Profit ↓ — earnings overstate cash; ₹1,150 Cr working capital outflow drives negative CFO.	□	PAT ₹250 Cr vs CFO - ₹793 Cr.	Note 17: Massive ₹1,146 Cr drop in client payables (float) impacts liquidity.
2	Receivables & channel-stuffing signal	Revenue ↑↓ — credit risk buildup; client receivables grew 30% vs 5% sales growth.	□	Client Receivables ₹1,027 Cr (FY23) vs ₹790 Cr (FY22).	Note 8: Client-level margin dues are 50x larger than reported trade receivables.
3	Revenue timing	Revenue ↑ — aggressive recognition; unbilled receivables surged 76% signaling early revenue booking.	□	Unbilled Receivables ₹31.37 Cr vs ₹17.76 Cr YoY.	Note 2(p): Investment banking success fees recognized on accrual/management judgment.
4	Revenue from related parties %	Neutral — minimal direct revenue impact; RPT receivables are negligible at 0.02%.	□	RPT Receivables ₹0.32 Cr on ₹1,361 Cr Sales.	Note 8: Related party transactions primarily involve leases and deposits, not sales.
5	Inventory vs revenue growth	Neutral — service sector profile; company maintains zero inventory as a broker.	□	Inventory ₹0.00 Cr in FY23 and FY22.	Financial services sector: No physical inventory held for capital market operations.
6	Inventory valuation method change	Neutral — no impact; inventory is not a material item for this sector.	□	No change reported in accounting policies.	Note 2: Standard Ind-AS policies applied; inventory is non-existent.
7	Exceptional items in operating profit	Profit ↑ — non-core boost; ₹2.93 Cr gain from asset sales inflated PBT.	□	Exceptional items ₹2.93 Cr (FY23) vs ₹10.93 Cr (FY22).	Note 25: Gains realized from sale of Property, Plant, and Equipment (PPE).
8	Depreciation rate vs useful life policy	Profit ↓ — aggressive write-downs; ₹22.87 Cr impairment on commercial rights reduces PAT.	□	Depreciation/Amortization ₹67 Cr; Net Block down ₹42 Cr.	Note 12: Commercial rights being amortized/impaired aggressively as value diminishes.
9	Provision reversals boosting PAT	Profit ↑ — provision adequacy risk; ECL allowance covers only 40% of impaired assets.	□	Allowance ₹15.36 Cr vs ₹11.89 Cr impaired assets.	Note 5: ₹10.88 Cr of receivables aged >3 years suggests potential future write-offs.
10	Tax rate consistency	Profit ↓ — higher tax outflow; effective tax rate rose to 27% from 24%.	□	P&L Tax 27%; Cash Tax ₹98 Cr vs P&L Tax ₹91 Cr.	Tax rate remains within standard corporate range; cash tax exceeds P&L tax.
11	CWIP age and stalling projects	Neutral — low capital intensity; CWIP reduced from ₹3 Cr to ₹1 Cr.	□	CWIP ₹1.00 Cr (FY23) vs ₹3.00 Cr (FY22).	Minimal capital expenditure pending; no evidence of stalled large-scale projects.
12	Deferred tax asset recognition	Neutral — conservative accounting; no significant unusual DTA spikes noted.	□	Tax % at 27% suggests standard deferred tax treatment.	Note 10: Deferred tax movements align with depreciation and provision timing.
13	RPT quantum and trend	Profit ↓ — cash leakage risk; payables to related parties increased 8x YoY.	□	RPT Payables ₹4.61 Cr (FY23) vs ₹0.55 Cr (FY22).	Note 17: Sharp spike in RPT payables requires monitoring for arm's length pricing.
14	Dividend paid vs FCF adequacy	Neutral — capital return risk; ₹91 Cr dividend paid despite negative ₹798 Cr FCF.	□	Dividend ₹91 Cr; Free Cash Flow -₹798 Cr.	Dividends funded by cash reserves (₹2,837 Cr) rather than current year operations.
15			□	Auditor Report p.253.	

#	Check	Impact	Status	Evidence	Notes Detail
	Auditor Aggregation Risk	Neutral — reliance on other auditors for subsidiaries representing ₹2.58 Cr in assets.			Introduces potential for audit gaps in a consolidated entity of this size.
16	Intangible Asset Impairment	Profit ↓ — aggressive amortization of "Commercial Rights" (₹22.87 Cr).	□	Note 12: Net block dropped from ₹89.97 Cr to ₹67.11 Cr.	Indicates diminishing value of previously acquired intangible assets.
17	Inter-Corporate Deposit Limits	Neutral — proposed ICD limits of ₹1,500 Cr to group entities.	□	AGM Notice p.13.	Represents 110% of revenue; potential for significant liquidity drain to the IIFL ecosystem.

4. MANAGEMENT & GOVERNANCE

A. Auditor Report & Key Audit Matters

- **Audit Opinion:** Unqualified.
- **KAM: IT Systems & Controls:** The auditor flagged the high volume of daily transactions processed through complex IT systems. Concern centers on the risk of material misstatement in brokerage revenue or client fund segregation due to automated logic failures.
- **Management Response:** Tested design and operating effectiveness of General IT controls and automated manual controls.
- **Other Matters:** The auditor relied on other auditors for subsidiaries representing **72.58 Cr** in assets, introducing "audit aggregation risk."

B. Related Party Transactions

Party	Relationship	Nature	Amount (₹Cr)	Concern
IIFL Finance Limited	Common Promoters	Proposed ICD Limit	1,500.00 Cr	High limit (>100% of Revenue)
IIFL Home Finance Ltd	Common Promoters	Proposed ICD Limit	1,500.00 Cr	Potential liquidity drain
Directors/Relatives	Promoters	Security Deposits	5.00 Cr	Asset encumbrance for RPT
Related Parties	Group Entities	Payables	4.61 Cr	8x increase YoY
Receivable from RPs	Group Entities	Receivables	0.32 Cr	Negligible (0.02% of Rev)

C. Shareholding

Line Item	Mar 2023	Mar 2022
Promoters	31.11%	31.23%
FIIIs	16.89%	18.35%
DIIIs	2.53%	2.44%
Public	49.47%	47.98%

D. Board Composition + KMP Compensation

- **Total Directors:** 6 | **Independent %:** 66.67% | **Women Directors:** 1 (Rekha Warriar).

- **KMP Compensation:**

- **Narendra Jain (WTD): 1.23 Cr** (0.26% of EBITDA).
- **Transparency Gap:** Remuneration for Chairman/MD (R. Venkataraman) and CFO (Ronak Gandhi) was not explicitly tabulated in the provided summary.
- **Correlation:** WTD pay is conservative relative to the **475.00 Cr** Operating Profit, despite the 13% decline in EBITDA.

F. Capital Allocation & Capex

Action	FY Current (₹Cr)	FY Prior (₹Cr)	% of CFO	Signal
Dividends	91.00 Cr	91.00 Cr	N/M (CFO Negative)	□
Capex	13.00 Cr	18.00 Cr	N/M (CFO Negative)	□
Working Capital Investment	1,266.00 Cr	(283.00 Cr)	N/M (CFO Negative)	□
Interest Payments	72.00 Cr	98.00 Cr	N/M (CFO Negative)	□

CAPEX Analytical Notes: * **CFO Coverage:** N/M. **CFO is -793.00 Cr**, meaning capex is entirely funded by asset liquidation or cash reserves. * **Nature:** Primarily maintenance and technology-focused (Computers/ Software). * **Key Takeaway:** **The 13.00 Cr capex is negligible compared to the 925.00 Cr net cash outflow, indicating that the primary liquidity risk is operational/working capital, not capital expenditure.**

H. Risks

- **Negative CFO:** PAT of **250 Cr** vs CFO of **-793 Cr**. Impact: Severe liquidity strain and reliance on cash reserves to fund dividends. (Severity: □)
- **Regulatory Change:** SEBI "Running Account" settlement changes. Impact: **Massive drop in Client Payables (1,146 Cr)** permanently reducing available float income. (Severity: □)
- **Credit Risk (MTF):** Margin Trading Facility loans of **490.59 Cr**. Impact: Market volatility could lead to collateral value erosion and bad debts. (Severity: □)
- **Asset Quality:** **10.88 Cr** of receivables aged >3 years. Impact: Potential for further write-offs; current ECL may be lagging. (Severity: □)
- **IT Systems:** High volume of daily automated transactions. Impact: System failure could lead to regulatory fines or misstated revenue. (Severity: □)

5. SCORECARD & VERDICT

Part A: Scorecard

Dimension	Rating (1-5)	Delta	Key Evidence	One-line Rationale
Business Quality	4	→	#1 in IPO counts; 48% Insurance growth	Strong market position in IB and successful distribution pivot.
Financial Health	2	↓	CFO -₹793 Cr; D/E 0.36x	Low debt is offset by severe operational cash burn and float loss.
Earnings Quality	1	↓	CFO/PAT -3.17; Client Receivables +30%	Massive divergence between profit and cash; credit risk buildup.
Management & Governance	3	→	66% Independent Board; ₹1.5k Cr ICD limit	Adequate board structure but high intra-group financial links.
Capital Allocation	2	↓	Dividends paid from reserves; ROCE 23%	Value-neutral; paying dividends despite massive negative FCF.

BUSINESS POSITIVES (for this company this year) * □ **[Market Leadership]**: Ranked #1 in IPO transactions (29) despite volatile capital markets. * □ **[Revenue Diversification]**: Insurance Broking revenue nearly doubled (77.7% growth) to **₹95.61 Cr**. * □ **[Deleveraging]**: Total Borrowings reduced by **₹121 Cr**, leading to a 25.58% reduction in finance costs. * □ **[Strategic Focus]**: Successful exit from low-margin discount broking via the 5paisa deal to focus on high-yield "Mass Affluent" clients.

BUSINESS NEGATIVES / CONCERNS (for this company this year) * □ **[Cash Flow Stress]**: Reported a massive **Negative CFO of -₹793 Cr** against a PAT of **₹250 Cr**. * □ **[Regulatory Impact]**: **₹1,146 Cr** drop in client payables due to SEBI rules, permanently impacting treasury float. * □ **[Margin Compression]**: Operating Profit Margin (OPM) fell from 42% to **35%** as costs outpaced revenue. * □ **[Credit Risk]**: Client Receivables (margin dues) grew **30%** to **₹1,027 Cr**, far exceeding the 5% revenue growth. * □ **[Asset Quality]**: **₹10.88 Cr** of receivables are aged >3 years, indicating long-standing recovery issues.

OVERALL SCORECARD SUMMARY IIFL Securities is in a state of structural transition, showing strong business franchise value in Investment Banking and Insurance distribution, but facing significant financial headwinds. While the balance sheet is technically deleveraged (D/E 0.36x), the quality of earnings is poor due to a massive -₹793 Cr CFO deficit and a buildup of retail credit risk. Governance is adequate at the board level, but the high proposed intra-group loan limits (₹1,500 Cr) and the practice of paying dividends out of cash reserves rather than operational cash flow signal a deteriorating trajectory for capital discipline.

Part B: Governance Check Matrix

#	Check	Status	Evidence
1	Audit opinion clean?	☐	Unqualified opinion (p.253)
2	Promoter pledge = 0?	☐	Not explicitly disclosed in report; requires exchange filing check
3	KMP pay < 5% of PAT?	☐	Narendra Jain (WTD) pay is 0.49% of PAT
4	RPT quantum < 5% of revenue?	☐	Proposed ICD limits (₹1,500 Cr) are >100% of revenue
5	Board > 50% independent?	☐	4 out of 6 directors (66.67%) are independent
6	At least 1 woman director?	☐	Rekha Warriar (Independent)
7	No statutory dues outstanding?	☐	No material defaults reported
8	No fraud reported?	☐	No fraud reported by the company or auditors
9	Audit trail enabled?	☐	Confirmed in auditor's report
10	Frequent Auditor change	☐	No frequent changes noted

Final line: "Total: 8/10 ☐—

Governance Rating: 3"

Part C: Investor Verdict

THESIS: IIFL Securities is a dominant Investment Banking and Wealth-tech player undergoing a painful but necessary regulatory and strategic pivot that is currently starving the business of operational cash flow.

OVERALL STANCE: WATCH **RATIONALE:** The massive divergence between PAT and CFO (-₹793 Cr) and the loss of client float income make the current earnings profile unsustainable without a significant recovery in high-margin IB deals. **RE-EVALUATE WHEN:** CFO/PAT returns to >0.8x for two consecutive quarters. **BULL CASE:** A resurgence in the IPO market and successful conversion of 3M retail clients to high-yield advisory boosts OPM back to >40%. **BEAR CASE:** Further SEBI tightening on margin funding or a default in the ₹1,027 Cr client receivable book triggers a liquidity crisis. **KEY MONITORABLE:** Client Receivables growth vs. Revenue growth: Current 30% vs 5% → Watch threshold: <10% growth.