

**Table S1.** Estimated difference in CRF levels (95% confidence intervals) associated with one-to-remaining reallocations of different behaviours during work and leisure time separately among 309 workers involved in physically demanding jobs.

Difference in work behaviour (min/day)	Estimated difference in CRF (Physical fitness index, Harvard Step test) [95% CI]			
	SB to remaining	Standing to remaining	LIPA to remaining	MVPA to remaining
-30 min	-1.37 [-2.33; -0.42]	-1.34 [-2.80; 0.13]	2.37 [-1.53; 6.27]	3.07 [-0.77; 6.90]
-20 min	-0.89 [-1.51; -0.27]	-0.88 [-1.84; 0.08]	1.46 [-0.95; 3.87]	1.86 [-0.47; 4.19]
-10 min	-0.43 [-0.74; -0.13]	-0.43 [-0.91; 0.04]	0.68 [-0.44; 1.81]	0.86 [-0.22; 1.94]
0				
+10 min	<b>0.42 [0.13;0.70]</b>	0.43 [-0.04; 0.89]	-0.62 [-1.63; 0.40]	-0.76 [-1.71; 0.19]
+20 min	<b>0.82 [0.25;1.38]</b>	0.85 [-0.08; 1.77]	-1.18 [-3.12; 0.76]	-1.45 [-3.26; 0.36]
+30 min	<b>1.20 [0.36;2.04]</b>	1.26 [-0.12; 2.64]	-1.70 [-4.50; 1.10]	-2.08 [-4.67; 0.52]
<b>Leisure time</b>				
<b>(min/day)</b>				
-30 min	<b>2.75 [1.66;3.85]</b>	0.48 [-2.70; 3.65]	-0.03 [-11.83; 11.77]	<b>-15.57 [-23.12; -8.01]</b>
-20 min	<b>1.85 [1.11;2.59]</b>	0.30 [-1.70; 2.30]	-0.02[-6.23; 6.20]	<b>-8.05 [-11.95; -4.14]</b>
-10 min	<b>0.93 [0.56;1.30]</b>	0.14 [-0.81; 1.10]	-0.01 [-2.66; 2.65]	<b>-3.41 [-5.06; -1.75]</b>
0				
+10 min	-0.95 [-1.33; -0.57]	-0.13 [-1.01; 0.75]	0.01 [-2.13; 2.15]	<b>2.73 [1.40; 4.05]</b>
+20 min	-1.93 [-2.70; -1.16]	-0.26 [-1.96; 1.45]	0.01 -3.94; 3.96]	<b>5.02 [2.58; 7.46]</b>
+30 min	-2.94 [-4.11; -1.77]	-0.37 [-2.86; 2.11]	0.01 [-5.51; 5.54]	<b>7.01 [3.61; 10.42]</b>

Abbreviations: CRF = cardiorespiratory fitness; SB = sedentary behaviour; LIPA = low intensity physical activity; MVPA= moderate-to-vigorous physical activity. Statistically significance, when 95% CI did not include zero, is marked in **bold**.

**Table S2.** Estimated difference in CRF levels (95% confidence intervals) associated with one-to-one reallocations of different behaviours during work and leisure time separately among 309 workers involved in physically demanding jobs.

Reallocation work	Estimated difference in CRF (Physical fitness index, Harvard Step test)		
	10 min	20 min	30 min
SB to standing	-0.30 [-1.54; 0.95]	-0.16 [-0.98; 0.67]	-0.06 [-0.47; 0.35]
SB to LIPA	<b>-0.82 [-1.63; -0.01]</b>	<b>-1.61 [-3.14; -0.07]</b>	<b>-2.38 [-4.57; -0.19]</b>
SB to MVPA	<b>-0.95 [-1.87; -0.04]</b>	<b>-1.85 [-3.60; -0.11]</b>	<b>-2.72 [-5.24; -0.21]</b>
Standing to SB	0.02 [-0.39; 0.44]	0.01 [-0.83; 0.84]	-0.04 [-1.30; 1.22]
Standing to LIPA	-0.77 [-1.82; 0.27]	-1.51 [-3.53; 0.51]	-2.22 [-5.15; 0.72]
Standing to MVPA	<b>-0.91 [-1.75; -0.07]</b>	<b>-1.75 [-3.36; -0.15]</b>	<b>-2.56 [-4.86; -0.26]</b>
LIPA to SB	0.87 [-0.06; 1.79]	1.81 [-0.19; 3.82]	2.87 [-0.43; 6.17]
LIPA to standing	0.83 [-0.32; 1.98]	1.75 [0.70; 4.19]	2.78 [-1.16; 6.72]
LIPA to MVPA	-0.06 [-1.69; 1.56]	0.05 [-3.26; 3.36]	0.35[-4.78; 5.49]
MVPA to SB	<b>1.03 [0.00; 2.06]</b>	2.19 [-0.04; 4.43]	3.54 [-0.15; 7.22]
MVPA to standing	<b>0.99 [0.04; 1.96]</b>	<b>2.12 [0.03; 4.21]</b>	3.45 [-0.03; 6.91]
MVPA to LIPA	0.24 [-1.40; 1.87]	0.67 [-2.68; 4.02]	1.36 [-3.89; 6.61]
<b>Reallocation leisure</b>			
SB to standing	0.27 [-0.48; 1.01]	0.55 [-0.88; 1.99]	0.87 [-1.21; 2.94]
SB to LIPA	0.37 [-1.57; 2.32]	0.76 [-2.79; 4.31]	1.16 [-3.76; 6.09]
SB to MVPA	<b>2.82 [1.59; 4.06]</b>	<b>5.22 [2.97; 7.47]</b>	<b>7.33 [4.20; 10.45]</b>
Standing to SB	-0.24 [-1.06; 0.58]	-0.46 [-2.19; 1.28]	-0.64 [-3.42; 2.14]
Standing to LIPA	0.12 [-2.42; 2.67]	0.25 [-4.59; 5.10]	0.41 [-6.62; 7.44]
Standing to MVPA	<b>2.57 [1.27; 3.87]</b>	<b>4.71 [2.24; 7.18]</b>	<b>6.57 [2.96; 10.18]</b>
LIPA to SB	-0.36 [-2.82; 2.10]	-0.72 [-6.55; 5.12]	-1.06 [-12.29; 10.17]
LIPA to standing	-0.11 [-3.10; 2.88]	-0.21 [-7.04; 6.62]	-0.31 [-12.96; 12.33]
LIPA to MVPA	2.45 [-0.89; 5.78]	4.45 [-2.93; 11.83]	6.15 [-7.16; 19.45]
MVPA to SB	<b>-3.50 [-5.06; -1.94]</b>	<b>-8.22 [-11.94; -4.50]</b>	<b>-15.82 [-23.10; -8.54]</b>
MVPA to standing	<b>-3.25 [-4.80; -1.69]</b>	<b>-7.72 [-11.37; -4.07]</b>	<b>-15.07 [-22.16; -7.99]</b>
MVPA to LIPA	<b>-3.14 [-6.27; -0.01]</b>	<b>-7.51 [-14.01; -1.02]</b>	<b>-14.77 [-25.73; -3.82]</b>

Abbreviations: CRF = cardiorespiratory fitness; SB = sedentary behaviour; LIPA = low intensity physical activity; MVPA = moderate-to-vigorous physical activity. Statistically significance, when 95% CI did not include zero, is marked in **bold**.