Health Risk Appraisal (1,116 employees)
  \[\rightarrow\] Non-response to HRA (n=299)

  Response and feedback (n=817)
  Invitation to fitness test

  Volunteering for fitness test (n=596)
  \[\rightarrow\] Non-participation (n=221)
  \[\rightarrow\] Exclusion for health reasons (n=46)

  Invitation to the randomised trial (n=550)
  \[\rightarrow\] Exclusion (n=6): 4 retiring, 1 leaving the company, 1 refused randomization

  Eligible for randomization (n=544)

As part of normal occupational healthcare

Randomized controlled trial

Intervention group (n=273)

  Questionnaire (n=273)
  Physical test (n=273)
  \[\rightarrow\] Exclusion (n=1)
  \[\rightarrow\] Administrative data
  Questionnaire (n=205)
  Physical test (n=218)
  \[\rightarrow\] Exclusion (n=8)
  \[\rightarrow\] Administrative data
  Questionnaire (n=175)
  Physical test (n=177)

Allocation

Control group (n=271)

  Questionnaire (n=270)
  Physical test (n=271)
  \[\rightarrow\] Exclusion (n=3)
  \[\rightarrow\] Administrative data
  Questionnaire (n=207)
  \[\rightarrow\] Exclusion (n=11)
  \[\rightarrow\] Administrative data
  Questionnaire (n=176)

Intention-to-treat (n=264); Effect modifying and mediating factors
Analysis at 1 year
Intention-to-treat (n=257); Effect modifying and mediating factors