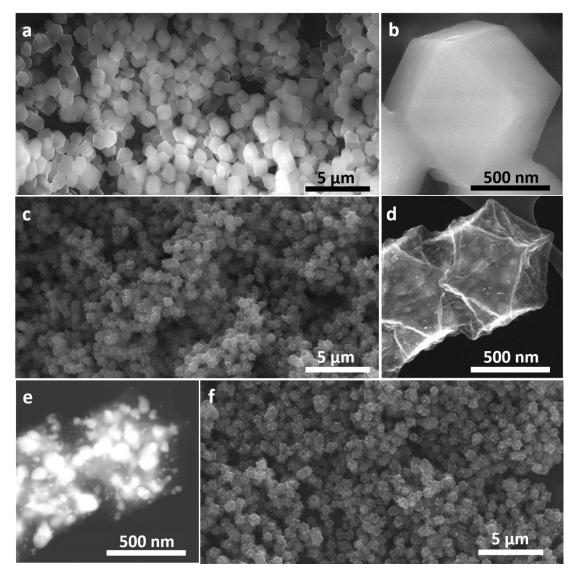
## Supporting Information

## High-Performance Overall Water Splitting Electrocatalysts Derived from

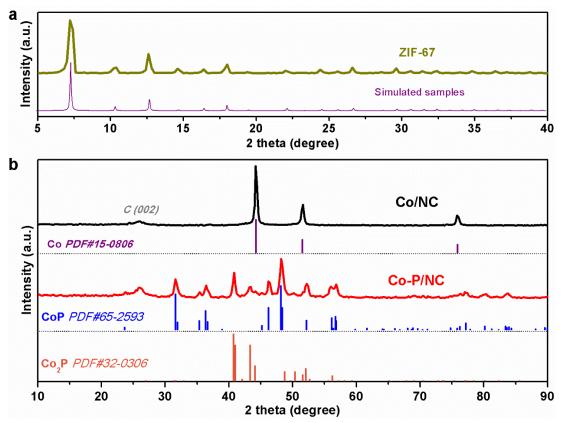
## **Cobalt-Based Metal-Organic Frameworks**

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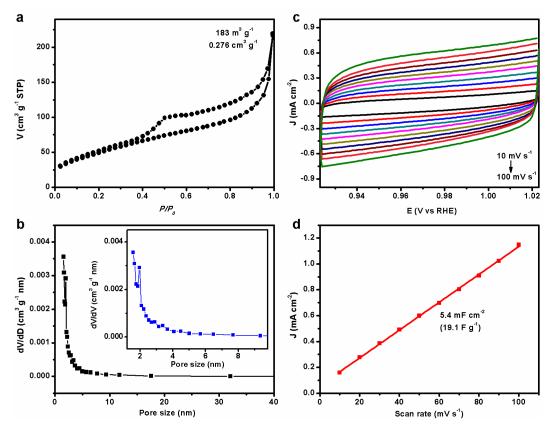


**Figure S1** (a, b) SEM images of ZIF-67, (c, d) SEM images of Co/NC-900, (e) TEM images of Co/NC-900 shown in (d). (f) SEM image of Co-P/N-C-900-2 (*denote as Co-P/NC in the main text for brevity*).

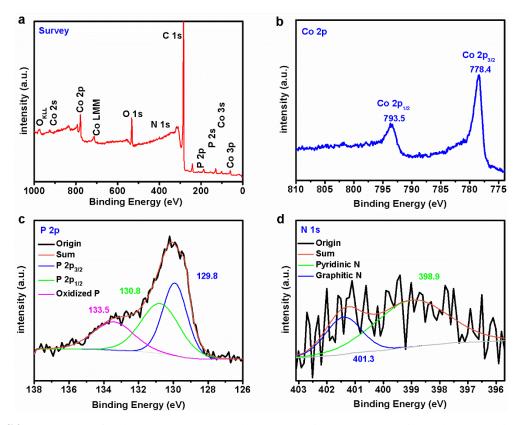


**Figure S2** XRD patterns of (a) ZIF-67 and the simulated samples, and (b) the resulting Co/NC, Co-P/NC, and the XRD standard patterns of Co, CoP, and  $Co_2P$ .

The peaks at 2 theta of  $40.8^{\circ}$  and  $46.2^{\circ}$  were used to estimate the crystallite sizes of Co<sub>2</sub>P and CoP via the standard Debye-Scherrer formula, respectively. The calculated sizes are ~33 nm for both Co<sub>2</sub>P and CoP.

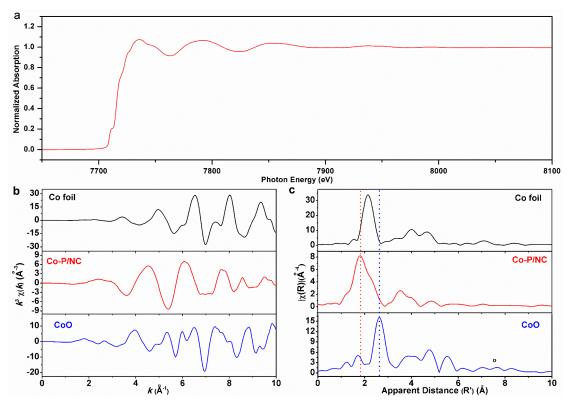


**Figure S3** (a)  $N_2$  sorption isotherms and (b) the corresponding pore size distribution curves of Co-P/NC. The inset shows the expanded region of the small pore size. (c) Cyclic voltammograms curves of Co-P/NC at the scan rates ranging from 10 to 100 mV s<sup>-1</sup>. (d) Scan rate dependence of the current density difference of the cathodic and anodic scans at 0.973 V vs RHE of Co-P/NC.



**Figure S4** XPS spectra for the (a) survey scan, (b) Co 2p region, (c) P 2p region, (d) N 1s region of Co-P/NC.

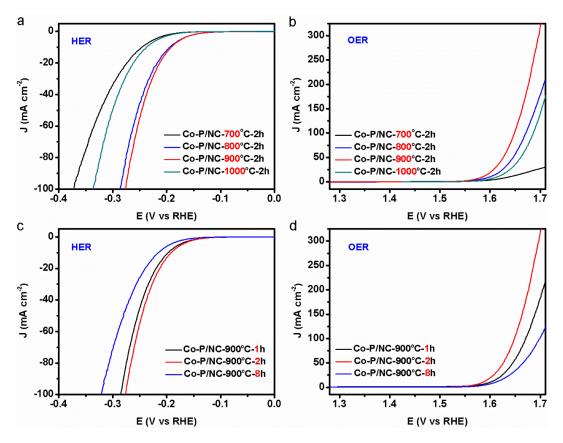
The X-ray photoelectron spectroscopy (XPS) showed that Co-P/NC consisted of C, Co, P, and N (Figure S4a, survey spectrum), in agreement with the element mapping results (Figure 1d in the main text). A detailed analysis of the Co 2p indicated the presence of two peaks at 793.5 and 778.4 eV (Figure S4b), assignable to Co 2p<sub>1/2</sub> and Co 2p<sub>3/2</sub>, respectively. A high-resolution image of the P 2p (Figure S4c) region shows two peaks at 130.8 and 129.8 eV, reflecting the binding energy (BE) of P  $2p_{1/2}$  and P  $2p_{3/2}$ , respectively, along with one peak at 133.5 eV. The peak at 133.5 eV is assigned to oxidized phosphorus species, which arise from superficial oxidation because of air contact (J. Catal. 2005, 231, 300; Angew. Chem. 2014, 126, 6828). The survey spectrum (Figure S4a) also confirms the existence of O in the Co-P/NC sample. The peaks at 778.4 and 129.8 eV are close to the binding energies (BEs) for Co and P in CoP or Co<sub>2</sub>P (*Nano Energy* **2014**, *9*, 373; *J. Am. Chem. Soc.* **2014**, *136*, 7587.; *Chem. Mater.* **2008**, *20*, 7081). The Co 2p BE of 778.4 eV is positively shifted from that of metallic Co metal (777.9 eV), and the P 2p BE of 129.8 eV is negatively shifted from that of elemental P (130.2 eV) (Practical Surface Analysis by Auger and X-ray Photoelectron Spectroscopy, John Wiley & Sons: New York, 1983.). It suggests the Co in Co-P/NC has a partial positive charge ( $\delta^+$ ) while the P has a partial negative charge  $(\delta)$ , implying transfer of electron density from Co to P which is consistent with previous calculations and electron density maps (Inorg. Chem. 2005, 44, 8988.). High resolution N 1s spectra (Figure S4d) can be deconvoluted into mainly two peaks of graphitic N (401.3 eV) and pyridinic N (398.9 eV) (ACS Nano 2011, 5, 4350.).



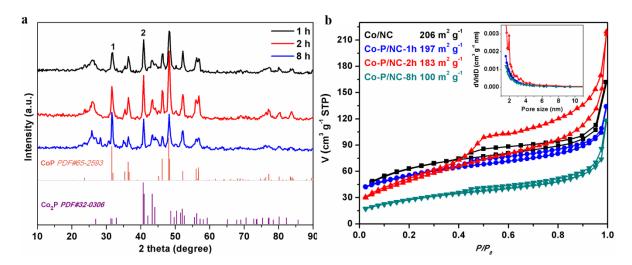
**Figure S5** (a) Co K-edge X-ray absorption spectrum of Co-P/NC which is very close to the reported spectrum of  $CoP_x$  (*J. Mater. Chem.* **2011**, *21*, 11498.). (b and c) Co K-edge EXAFS spectra (in k-space and r-space, respectively) of Co foil, CoO, and Co-P/NC.

Path	Coordination Number	R (Å)	$\Delta E_0 (eV)$	$\sigma^2 ( \text{ Å}^2 )$
Co-P	3.7 ±0.4	$2.24 \pm 0.01$	$-3.019 \pm 1.658$	$0.0075 \pm 0.001$
Co-Co	6.6 ±0.6	$2.60 \pm 0.01$	$-3.019 \pm 1.658$	$0.015 \pm 0.002$

Table S1 EXAFS fitting parameters corresponding to the fit in Figure 2b.



**Figure S6** RDE polarization plots (a, c for HER and b, d for OER) measured with Co-P/NC-x-y samples in 1.0 M KOH electrolyte at 2000 rpm and 2 mV s<sup>-1</sup> as a function of (a, b) the carbonization temperature and (c, d) the phosphidation time.



**Figure S7** (a) XRD patterns and (b)  $N_2$  sorption isotherms of Co-P/NC-y samples. The inset in (b) are the corresponding pore size distribution curves.

As shown in the XRD patterns (Figure S7a), the intensity ratio of peak 1 at 2 theta of 31.6° and peak 2 at 2 theta of  $40.8^{\circ}$  can be used to roughly estimate the ratio of CoP over Co<sub>2</sub>P. When the phosphidation time increased from 1 h to 2 h, the intensity ratio of peak 1 over peak 2 increased from 0.586 to 1.248, indicating the increased content of CoP. Further prolonging phosphidation time to 8 h resulted in the intensity ratio of peak 1 over peak 2 increasing to 1.304. Although a recent report has showed that CoP possesses higher HER activity in acidic media than the morphologically equivalent Co<sub>2</sub>P (*Chem. Mater.* **2015**, 27, 3769.), in our case the long-time phosphidation would result in low specific surface area of the resulting materials. For example, after carbonization, the resulting Co/NC (prior to phosphidation) exhibited a specific surface area of 206 m<sup>2</sup> g<sup>-1</sup>; while after phosphidation for 1, 2, and 8 h, the specific surface areas of the corresponding materials (Co-P/NC-1 h, Co-P/NC-2 h and Co-P/NC-8 h decreased from 197, 183, to 100 m<sup>2</sup> g<sup>-1</sup> (Figure S7b). Overall, the best HER and OER activity was achieved with phosphidation for 2 h, as revealed by the HER and OER polarization plots (Figure S6), probably because an optimal balance of specific surface area, catalyst composition, active site density, and electron conductivity was realized under this synthetic condition. Considering our primary pursuit was to develop a highly active non-precious water splitting catalyst and following the common procedures in recent literature (Angew. Chem. Int. Ed. 2015, 54, 8188; Angew. Chem. Int. Ed. 2014, 53, 9577; Chem. Mater. 2015, 27, 2026.), we therefore took the optimal parameters to prepare Co-P/NC catalysts for further electrochemical characterizations in the main text.

Catalysts	Loading	SBET	J	η	Tafel slop	Mass activity	Reference
	(mg cm <sup>-2</sup> )	$(m^2 g^{-1})$	(mA cm <sup>-2</sup> )	(mV)	(mV dec <sup>-1</sup> )	(A gmetal <sup>-1</sup> ) <sup>a</sup>	
Co-P/NC	0.283	183	10	-191	51	365.1	This work
			20	-212			
			100	-277			
	1.0		10	-154	-	337.2	
			20	-173			
			100	-234			
NiFe	-	-	10	>-200	-	-	Science <b>2014</b> , 345,
LDH/Ni			20	~-250			1593.
foam							
Co-P film	2.52	-	10	94	42	~200	Angew. Chem. Int. Ed.
	(Co)		20	115			<b>2015</b> , 54, 6251.
MoC <sub>x</sub> /C	0.8	147	10	-151	59	-	Nat. Commun. 2015, 6,
			20	>-175			6512.
CoO <sub>x</sub> @CN	0.42	-	10	-232	N/A	-	J. Am. Chem. Soc. 2015,
							137, 2688.
MoS <sub>2+x</sub> /FTO	-	-	10	-310	N/A	-	Angew. Chem. Int. Ed.
							<b>2015</b> , 54, 664.
CoP/CC	0.92	36.5	10	-209	129	<16.6	J. Am. Chem. Soc. 2014,
			100	>-500			136, 7587
Co-S/FTO	-	-	1	-480	N/A	<<12.6	J. Am. Chem. Soc. 2013,
							135, 17699.
Co-NRCNTs	~0.28	-	10	-370	N/A	<162	Angew. Chem. Int. Ed.
			20	>-450			<b>2014</b> , <i>53</i> , 4372.
Ni <sub>2</sub> P	1.0	~32.8	20	-205	N/A	<25.3	J. Am. Chem. Soc. 2013,
							135, 9267.
MoB	2.3	-	10	>-225	N/A	<11.2	Angew. Chem. Int. Ed.
							<b>2012</b> , 51, 12703.
Ni/Ni(OH) <sub>2</sub>	-	-	10	>-300	N/A	-	Angew. Chem. Int. Ed.
							<b>2012</b> , 51, 12495.
MoS <sub>x</sub>	-	-	10	>-540	N/A	-	Chem. Sci. <b>2011</b> , 2,
							1262.
FeP NAs/CC	~1.5	-	10	-218	146	~10.4	ACS Catal. 2014, 4,
							4065.
N, P-G	0.20	-	10	>-700	145	-	ACS Nano 2014, 8,
							5290.
Ni <sub>2</sub> P	0.38	_	20	-250	N/A	<33.3	Phys. Chem. Chem.
							Phys. 2014, 16, 5917.

Table S2 Comparison of electrocatalytic HER activity of various nonprecious catalysts in 1.0 M KOH electrolyte.

<sup>a</sup> Mass activity represents the current density that normalized by mass loading (A  $g^{-1}$ ) at an overpotential of -200 mV.

Catalysts	Loading (mg cm <sup>-2</sup> )	S <sub>BET</sub> (m <sup>2</sup> g <sup>-1</sup> )	η (mV) at 10 mA cm <sup>-2</sup>	Tafel slop (mV dec <sup>-1</sup> )	Mass activity (A g <sub>metal</sub> -1) <sup>a</sup>	Reference
Co-P/NC	0.283	183	354 319	52	227.4 181.4	This work
CoCo LDH	-	-	393	59		Nat. Commun. 2014, 5, 4477.
NiCo-(b)	-	-	420	N/A	-	J. Am. Chem. Soc.
Co/P-(a)			380			<b>2015</b> , 137, 4347.
Co/B			>400			
Ni/B			>400			
CoO <sub>x</sub> @CN	0.42	-	~385	N/A	-	J. Am. Chem. Soc. <b>2015</b> , 137, 2688.
Co-P films	2.52	-	345	47	<10	Angew. Chem. Int. Ed.
	(Co)					<b>2015</b> , 54, 6251.
MnCo <sub>2</sub> O <sub>x</sub>	0.142	-	>410	84	~88	J. Am. Chem. Soc.
						<b>2014</b> , 136, 16481.
CoFeO <sub>x</sub> film	-	_	~360	N/A	-	J. Am. Chem. Soc.
						<b>2013</b> , 135, 16977.
CoO <sub>x</sub> film	-	-	403	42	-	J. Am. Chem. Soc.
						<b>2012</b> , 134, 17253.
NiFeO <sub>x</sub> film	-	-	>350	N/A	-	J. Am. Chem. Soc.
						<b>2013</b> , 135, 16977.
MnO <sub>x</sub> film	-	-	563	49	-	J. Am. Chem. Soc.
						<b>2012</b> , 134, 17253.
Co <sub>3</sub> O <sub>4</sub> /N-rmGO	1.0	-	310	67	<100	Nat. Mater. 2011, 10,
						780.
NiCoO <sub>x</sub>	-	-	>420	N/A	-	J. Am. Chem. Soc.
						<b>2013</b> , 135, 16977.
NiCo LDH	0.23		>420	62		Nano Lett. 2015, 15,
						1421.
N-G-CoO	0.7	25.31	340	71		Energy Environ. Sci.
						<b>2014</b> , 7, 609.
Ni <sub>x</sub> Co <sub>3-x</sub> O <sub>4</sub>	2.3-2.7	112	~370	59~64	~8.6	Adv. Mater. 2010, 22,
						1926.

Table S3 Comparison of electrocatalytic **OER** activity of various nonprecious catalysts in 1.0 M KOH electrolyte.

<sup>a</sup> Mass activity represent the current density that normalized by mass loading (A  $g^{-1}$ ) at an overpotential of 350 mV.