## **Supplementary Information**

# Mechanisms of Hydrogen Evolution by Six-Coordinate Cobalt Complexes: A Density Functional Study on the Role of Redox-Active Pyridinyl-Substituted Diaminotriazine Benzamidine Ligand as a Proton Relay

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References

### Standard-state conversions<sup>1</sup>

By default, the geometry optimization in Gaussian 16 was carried out at the standard pressure and temperature (1 atm at 298.15 K). To convert to the standard state in the solution phase (1 M at 298.15 K), the equation S1 was applied to convert the free energy from the standard state at 1 atm to the standard state at 1 M. Let A, B, and C as an example of ideal gases,

$$\mathbf{A} + \mathbf{B} \rightleftharpoons \mathbf{C} \tag{S1}$$

Thus,

$$\Delta G^{\circ\prime} = \Delta G^{\circ} + RT ln \frac{Q^{\circ\prime}}{Q^{\circ}}$$
(S2)

where R is the gas constant, T is the temperature, Q is the reaction quotient  $(Q = \frac{[B][C]}{[A]})$ ,  $Q^{\circ}$  is the reaction quotient at 1 atm,  $Q^{\circ'}$  is the reaction quotient at 1 M,  $\Delta G^{\circ}$  is the free energy at 1 atm, and  $\Delta G^{\circ'}$  is the free energy at 1 M.

The concentration of 1 atm of ideal gas is  $\frac{1}{24.46}$  mol/L at 298.15 K.

$$\Delta G^{\circ'} = \Delta G^{\circ} + RT ln \frac{\frac{1\cdot 1}{1}}{\frac{24.46}{24.46\cdot 24.46}}$$
(S3)

$$\Delta G^{\circ\prime} = \Delta G^{\circ} + RT ln(24.46) \tag{S4}$$

Thus,

1			
Deasting	$E^0$ (V) vs Fc/Fc <sup>+</sup> in CH <sub>3</sub> CN		
Reaction	Calc <sup>a</sup>	$\mathrm{Exp}^{\mathrm{c}}$	
${}^{4}[\text{Co}^{\text{II}}(\text{tpy})_{2}]^{2+} + e^{-} \rightarrow {}^{3}[\text{Co}^{\text{II}}(\text{tpy})_{2}]^{1+}$	-1.25	-1.19 (-1.17) <sup>d</sup>	
${}^{3}[\text{Co}^{\text{I}}(\text{tpy})_{2}]^{1+} + e^{-} \rightarrow {}^{4}[\text{Co}^{\text{II}}(\text{tpy}^{-})_{2}]^{0}$	-2.08	-2.07 (-2.04) <sup>d</sup>	
$tpy + e^- \rightarrow tpy^-$	-2.59	-2.52	
Prostion	$E^{0}(V)$ vs S	SCE in CH <sub>3</sub> CN	
Reaction	Calc <sup>b</sup>	$\operatorname{Exp}^{e}$	
$^{1}[\operatorname{Ru}^{II}(\operatorname{bpy})_{3}]^{2+} + e^{-} \rightarrow ^{2}[\operatorname{Ru}^{I}(\operatorname{bpy})_{3}]^{1+}$	-1.38	-1.32	

**Table S1**. Calculated reduction potentials  $(E^0)$  of  $[Co(tpy)_2]^{2+}$  and  $[Ru(bpy)_3]^{2+}$ .

<sup>a</sup>The calculated  $E^0$  vs experimental  $E^0$  of ferrocene/ferrocenium (Fc/Fc<sup>+</sup>) (4.98 V).<sup>2</sup> <sup>b</sup>The calculated  $E^0$  vs experimental  $E^0$  (SCE) (4.684 V). This is obtained from  $E^0$  vs  $E^0$  (SHE) (4.44 V),<sup>3</sup> which is converted to  $E^0$  vs  $E^0$  (SCE) (4.684 V) by applying 0.244 V correction.<sup>4</sup> <sup>c</sup>The experimental  $E^0$  vs  $Fc/Fc^+$  in CH<sub>3</sub>CN is from Ferreira et al.<sup>5</sup> The scan rate was 0.05 V/s. <sup>d</sup>The experimental  $E^0$  vs  $Fc/Fc^+$  in CH<sub>3</sub>CN is from Aroua et al.<sup>6</sup>. The scan rate was 0.05 V/s.

<sup>e</sup>The experimental  $E^0$  vs SCE in CH<sub>3</sub>CN is from Wacholtz et al.<sup>7</sup> The scan rate was 0.2 V/s.



 $[Co^{III}(L^{1-})(LH)]^{2+}$ 

**Fig. S1** Selected geometry parameters of the  ${}^{1}[Co^{III}(L^{1-})(LH)]^{2+}$  (S = 0) from the X-ray crystallography<sup>8</sup> and from the calculation.

	E <sup>0</sup> (V) vs SCE		
	<sup>a</sup> Calc	<sup>b</sup> Exp	
Oxidative quenching			
${}^{2}[\operatorname{Ru}^{\operatorname{III}}(\operatorname{bpy})_{3}]^{3+} + e^{-} \rightarrow {}^{*3}[\operatorname{Ru}^{\operatorname{III}}(\operatorname{bpy}^{-})(\operatorname{bpy})_{2}]^{2+}$	-0.88	$\textbf{-0.81} \pm 0.07$	
Reductive quenching			
* <sup>3</sup> [Ru <sup>III</sup> (bpy <sup>•-</sup> )(bpy) <sub>2</sub> ] <sup>2+</sup> + $e^{-}$ $\rightarrow$ <sup>2</sup> [Ru <sup>II</sup> (bpy <sup>•-</sup> )(bpy) <sub>2</sub> ] <sup>1+</sup>	0.62	$0.77\pm0.07$	
$TEOA^{+} + e^{-} \rightarrow TEOA$	0.63	$0.82^{\circ}$	
${}^{1}[\operatorname{Ru}^{II}(\operatorname{bpy})_{3}]^{2+} + e^{-} \rightarrow {}^{2}[\operatorname{Ru}^{II}(\operatorname{bpy}^{-})(\operatorname{bpy})_{2}]^{1+}$	-1.38	$-1.33\pm0.07$	

**Table S2.** Calculated reduction potentials for  $[Ru(bnv)_2]^{2+}$  and TEOA

<sup>a</sup>The calculated E<sup>0</sup> vs SCE in DMF using B3LYP/BS2 (this work). In BS2, def2-TZVP was used for Co and 6-311++G(d,p) for C, H, N. <sup>b</sup>The experimental  $E^0$  vs SCE in CH<sub>3</sub>CN is from Bock *et al.*<sup>12, 13</sup> <sup>c</sup>The experimental  $E^0$  vs SCE in aqueous is from Grätzel *et al.*<sup>14</sup>



**Fig. S2** Optimized geometries and relative electronic energies ( $\Delta E$  in kcal/mol) for the low spin  ${}^{2}$ [Co<sup>II</sup>(L<sup>1-</sup>)(LH)]<sup>1+</sup>, minimum energy crossing point (MECP),<sup>15, 16</sup> and the high spin  ${}^{4}$ [Co<sup>II</sup>(L<sup>1-</sup>)(LH)]<sup>1+</sup>. Selected bond distances are shown in Å.



**Fig. S3** Spin density plots of  ${}^{4}[Co^{II}(tpy)_{2}]^{2+}$  and  ${}^{3}[Co^{I}(tpy)_{2}]^{1+}$ . The Löwdin spin ( $\rho$ ) and charge population (q) are shown.

	Spin state		$E_{\text{elec}}$	< <b>S</b> <sup>2</sup> >	Absolute free energy	Relative free energy
			(Hartree)		(Hartree)	(kcal/mol)
$[C_{0}]$	$\mathbf{S} = 0$		-3308.034035	0.00	-3307.560915	0.0
[C0 <sup></sup> (L <sup>-</sup> )(LH)] <sup></sup>	<b>S</b> = 1		-3307.926622	2.03	-3307.458749	64.1
	S = 1/2		-3308.193972	0.76	-3307.730099	6.7
$[C0^{-1}(L^{-1})(LH)]^{-1}$	S = 3/2		-3308.199443	3.76	-3307.740761	0.0
	$\mathbf{S} = 0$	closed shell	-3308.280253	0.00	-3307.816626	27.3
	$\mathbf{S} = 0$	BS(1,1)	-3308.294087	1.02	-3307.832290	17.5
$[Co^{II}(L^{1-})(LH^{\cdot 1-})]^0$	<b>S</b> = 1	BS(2,0)	-3308.294153	2.02	-3307.848778	7.1
	<b>S</b> = <b>1</b>	<b>BS(3,1)</b>	-3308.315935	3.01	-3307.858591	0.9
	<b>S</b> = 2		-3308.316546	6.02	-3307.860094	0.0
	S = 1/2		-3308.412341	1.78	-3307.954403	4.9
	S = 3/2	BS(3,0)	-3308.412613	3.78	-3307.955428	4.2
$[C0^{n}(L^{2})(LH^{2})]^{2}$	S = 3/2	<b>BS(4,1)</b>	-3308.415618	4.76	-3307.961469	0.5
	S = 5/2		-3308.416208	8.78	-3308.043661	0.0
	$\mathbf{S} = 0$		-3308.487902	1.02	-3308.033669	9.7
	S = 1		-3308.488198	2.02	-3308.034737	9.1
$[Co^{II}(L^{-2-})(LH^{-2-})]^{2-}$	<b>S</b> = 2	BS(4,2)	-3308.494776	3.83	-3308.043751	3.4
	<b>S</b> = 2	<b>BS(5,1)</b>	-3308.496390	6.89	-3308.049177	0.0
	<b>S</b> = 3		-3308.493315	12.04	-3308.043661	3.5

**Table S3.** The solvent corrected relative free energies for intermediates upon reductions of  $[Co^{III}(L^{1-})(LH)]^{2+}$  (LH = py-DAT-amidine).



**Fig. S4** Optimized geometries of  ${}^{1}[Co^{III}(L^{1-})(LH)]^{2+}$  (S = 0) and  ${}^{4}[Co^{II}(L^{1-})(LH)]^{1+}$  (S = 3/2). Selected bond distances are shown in Å.



**Fig. S5** Optimized geometries of triethanolamine (TEOA) and [HTEOA]<sup>+</sup>. The solvent corrected relative free energies are with respect to the lowest energy conformer (in kcal/mol).



**Fig. S6** Optimized geometries of  $L^-$ , LH, and LH<sub>2</sub><sup>+</sup>.



**Fig. S7** The reduced forms of protonated ligand LH in triplet  $LH^{*2-}$  (S = 1), open-shell singlet diradical  $LH^{*2-}$  (S = 0, BS(1,1)) and closed-shell singlet  $LH^{2-}$  (S = 0). The solvent corrected relative free energies are with respect to the lowest energy conformer (in kcal/mol).



**Fig. S8** The reduced forms of protonated ligand LH<sub>2</sub> in closed-shell singlet  $LH_2^{1-}$  (S = 0) and triplet  $LH_2^{\bullet 1-}$  (S = 1). The open-shell singlet diradical  $LH_2^{\bullet 1-}$  (S = 0, BS(1,1)) was not found. The solvent corrected relative free energies are with respect to the lowest energy conformer (in kcal/mol).



**Scheme S1**. (a) The calculated proton-transfer free energy from  $[HTEOA]^+$  to pyridine in DMF solvent is shown on the horizontal arrow. (b) The calculated reduction potentials (E<sup>0</sup>) and proton-transfer free energy of py-DAT-amidinate L<sup>-</sup> in DMF solvent. The calculated reduction potentials E<sup>0</sup> vs. SCE (4.684 V) are shown on the vertical arrow. The calculated proton-transfer free energy from  $[HTEOA]^+$  to the amidinate moiety of L<sup>-</sup> and to the pyridine moiety of LH are shown on the horizontal arrow.



**Scheme S2.** Possible protonation states of  ${}^{4}$ [Co<sup>II</sup>(LH)(LH)]<sup>2+</sup>. The free energies relative to the most stable protonation state are given in kcal/mol.

	Spin state	Broken Symmetry	$E_{\text{elec}}$	< <b>S</b> <sup>2</sup> >	Absolute free energy	Relative free energy
			(Hartree)		(Hartree)	(kcal/mol)
	S =1/2		-3308.099296	0.76	-3308.174994	8.7
$[CO''(LH)(LH)]^{2}$	S = 3/2		-3308.112934	3.76	-3308.188856	0.0
	$\mathbf{S} = 0$		-3308.224485	1.02	-3308.305239	5.9
	<b>S</b> = 1	BS(2,0)	-3308.225741	2.02	-3308.306446	5.2
$[\mathrm{Co}^{\mathrm{o}}(\mathrm{LH})(\mathrm{LH}^{\mathrm{o}})]^{\mathrm{o}}$	<b>S</b> = 1	<b>BS(3,1)</b>	-3308.233384	2.99	-3308.314164	0.3
	<b>S</b> = 2		-3308.233672	6.02	-3308.314705	0.0
	S = 1/2		-3308.337360	1.78	-3308.423593	7.4
	S = 3/2	BS(3,0)	-3308.338217	3.78	-3308.424683	6.7
$[\text{Co}^{(\text{LH}^{-})}(\text{LH}^{-})]^{\circ}$	S = 3/2	<b>BS(4,1)</b>	-3308.347807	4.77	-3308.434250	0.7
	S = 5/2		-3308.348793	8.78	-3308.435394	0.0
	S = 1/2		-3308.780210	1.72	-3308.865919	3.7
$[\mathbf{C}_{0}^{\mathrm{II}}(\mathbf{I},\mathbf{U}^{\bullet}]^{-})(\mathbf{I},\mathbf{U},\bullet)]^{1+}$	S = 3/2	BS(3,0)	-3308.779946	3.78	-3308.864958	4.3
$[C0^{-1}(LH^{-1})(LH_2)]^{-1}$	S = 3/2	<b>BS(4,1)</b>	-3308.786604	4.45	-3308.871794	0.0
	S = 5/2		-3308.780595	8.77	-3308.865886	3.7
	$\mathbf{S} = 0$		-3308.896201	1.01	-3308.985952	5.6
$[C_{0}]^{II}(I_{1} U^{1})(I_{1} U^{1})(I_{1} U^{1})]^{0}$	<b>S</b> = 1		-3308.897148	2.02	-3308.986911	5.1
$[CO(LH)(LH_2)]^2$	<b>S</b> = 1	BS(3,1)	-3308.893628	3.26	-3308.976744	11.4
	<b>S</b> = 2	<b>BS(4,0)</b>	-3308.905497	6.02	-3308.994971	0.0
	$\mathbf{S} = 0$		-3309.346058	1.02	-3309.430816	4.0
$[Co^{II}H(LH)(LH_2^{\bullet})]^{1+}$	<b>S</b> = 1	BS(2,0)	-3309.346952	2.02	-3309.431800	3.4
	<b>S</b> = <b>1</b>	<b>BS(3,1)</b>	-3309.352095	3.02	-3309.436764	0.3
	<b>S</b> = 2		-3309.352539	6.02	-3309.437248	0.0
	$\mathbf{S} = 0$		-3309.799434	1.01	-3309.399689	12.4
тс	S = 1		-3309.887846	2.01	-3309.401273	11.4
10	S = 1	<b>BS(3,1)</b>	-3309.899337	2.90	-3309.419385	0.0
	<b>S</b> = 2		-3309.896370	6.02	-3309.414522	3.1
H <sub>2</sub>	$\mathbf{S} = 0$		-1.176714	0.00	-1.181206	

**Table S4.** The solvent corrected relative free energies for intermediates upon proton reductions of  ${}^{1}$ [Co<sup>III</sup>(L<sup>1-</sup>)(LH)]<sup>2+</sup> (LH = py-DAT-amidine).

Peaction	$\Delta G$	$F^{\circ}(V)$	$\Delta G^{\text{PT}}$
Keaction	(kcal/mol)	E (V)	(kcal/mol)
$[\operatorname{Ru}(\operatorname{bpy})_3]^{2+} + e^- \to [\operatorname{Ru}(\operatorname{bpy})_3]^{1+}$	-76.2	-1.38	-
${}^{1}[Co^{III}(L^{1-})(LH)]^{2+} + e^{-} \rightarrow {}^{2}[Co^{II}(L^{1-})(LH)]^{1+}$	-106.2	-0.08	-
${}^{4}[\text{Co}^{\text{II}}(\text{L}^{1\text{-}})(\text{L}\text{H})]^{1+} + [\text{HTEOA}]^{1+} \rightarrow {}^{4}[\text{Co}^{\text{II}}(\text{L}\text{H})(\text{L}\text{H})]^{2+} + \text{TEOA}$	-	-	-3.1
${}^{4}[Co^{II}(LH)(LH)]^{2+} + e^{-} \rightarrow {}^{3}[Co^{II}(LH)(LH^{\bullet 1-})]^{1+}$	-78.6	-1.27	-
${}^{3}[Co^{II}(LH)(LH^{*1-})]^{1+} + e^{-} \rightarrow {}^{4}[Co^{II}(LH^{*1-})(LH^{*1-})]^{0}$	-75.4	-1.42	-
${}^{4}[\text{Co}^{\text{II}}(\text{LH}^{\text{+}1\text{-}})(\text{LH}^{\text{+}1\text{-}})]^{0} + [\text{HTEOA}]^{1+} \rightarrow {}^{4}[\text{Co}^{\text{II}}(\text{LH}^{\text{+}1\text{-}})(\text{LH}_{2}^{\text{+}})]^{1+} + \text{TEOA}$	-	-	3.6
${}^{3}[Co^{II}(LH)(LH^{\bullet 1-})]^{1+} + e^{-} + H^{+} \rightarrow {}^{4}[Co^{II}(LH^{\bullet 1-})(LH_{2}^{\bullet})]^{1+}$	-79.2 <sup>c</sup>	-1.25	-
${}^{4}[Co^{II}(LH^{\bullet1-})(LH_{2}^{\bullet})]^{1+} + e^{-} \rightarrow {}^{3}[Co^{II}(LH^{\bullet-})(LH_{2}^{1-})]^{0}$	-77.3	-1.33	-
${}^{3}[\text{Co}^{\text{II}}(\text{LH}^{})(\text{LH}_{2}^{1\text{-}})]^{0} + [\text{HTEOA}]^{1+} \rightarrow {}^{3}[\text{Co}^{\text{II}}\text{H}(\text{LH})(\text{LH}_{2}^{\text{-}})]^{1+} + \text{TEOA}$	-	-	0.9
${}^{4}[\text{Co}^{\text{II}}(\text{LH}^{\bullet1-})(\text{LH}_{2}^{\bullet})]^{1+} + e^{-} + \text{H}^{+} \rightarrow {}^{3}[\text{Co}^{\text{II}}\text{H}(\text{LH})(\text{LH}_{2}^{\bullet})]^{1+}$	-83.8 <sup>c</sup>	-1.05	-
${}^{3}[\text{Co}^{II}\text{H}(\text{LH})(\text{LH}_{2}^{\bullet})]^{1+} \rightarrow {}^{3}[\text{TS}_{\text{A}}]^{1+}$	10.9	-	-
${}^{3}[\text{Co}^{\text{II}}\text{H}(\text{LH})(\text{LH}_{2}^{\bullet})]^{1+} \rightarrow {}^{3}[\text{Co}^{\text{II}}(\text{LH})(\text{LH}^{\bullet 1-})]^{1+} + \text{H}_{2}$	-36.8	-	-

**Table S5.** The calculated relative free energies ( $\Delta G$ ), reduction potentials ( $E^0$ )<sup>a</sup>, and protontransfer free energy ( $\Delta G^{PT}$ )<sup>b</sup> for the Co intermediates in the most likely pathway for H<sub>2</sub> evolution (black paths in Scheme 6).

<sup>a</sup>E<sup>o</sup> vs E<sup>o</sup>(SCE) (4.684 V).<sup>3, 4</sup>

 ${}^{b}\Delta G^{PT}$  is the proton-transfer free energy from  $[HTEOA]^{+}$  to the Co intermediate.

<sup>c</sup>Proton solvation free energy in DMF is -264.46 kcal/mol<sup>17</sup> and the proton free energy in the gas phase is obtained from Sackur–Tetrode equation (-6.28 kcal/mol).<sup>18, 19</sup>

Reaction		$\mathbf{E}^{\circ}(\mathbf{V})$	$\Delta G^{\text{PT}}$
		E (V)	(kcal/mol)
${}^{1}[Co^{III}(L^{1-})(LH)]^{2+} + [HTEOA]^{1+} \rightarrow {}^{1}[Co^{III}(LH)(LH)]^{3+} + TEOA$	-	-	9.5
$^{1}$ [Co <sup>III</sup> (LH)(LH)] <sup>3+</sup> + e <sup>-</sup> $\rightarrow$ $^{4}$ [Co <sup>II</sup> (LH)(LH)] <sup>2+</sup>	-125.4	0.75	-
${}^{4}[\text{CoII}(\text{LH})(\text{LH})]^{2+} + [\text{HTEOA}]^{1+} \rightarrow {}^{4}[\text{CoII}(\text{LH})(\text{LH}_{2}^{1+})]^{3+} + \text{TEOA}$	-	-	33.8
${}^{3}[Co^{II}(LH)(LH^{\bullet 1-})]^{1+} + [HTEOA]^{1+} \rightarrow {}^{3}[Co^{II}(LH)(LH_{2}^{\bullet})]^{2+} + TEOA$	-	-	14.7
${}^{3}[Co^{II}(LH)(LH_{2}^{\bullet})]^{2+} + e^{-} \rightarrow {}^{4}[Co^{II}(LH^{\bullet 1-})(LH_{2}^{\bullet})]^{1+}$	-86.5	-0.93	-
${}^{4}[Co^{II}(LH^{\bullet 1-})(LH_{2}^{\bullet})]^{1+} + [HTEOA]^{1+} \rightarrow {}^{4}[Co^{II}H(LH)(LH_{2}^{1+})]^{2+} + TEOA$	-	-	9.8
${}^{4}[Co^{II}H(LH)(LH_{2}^{1+})]^{2+} + e^{-} \rightarrow {}^{3}[Co^{II}H(LH)(LH_{2}^{\bullet})]^{1+}$	-86.2	-0.94	-

**Table S6.** The calculated relative free energies ( $\Delta G$ ), reduction potentials ( $E^0$ )<sup>a</sup>, and protontransfer free energy ( $\Delta G^{PT}$ )<sup>b</sup> for other Co intermediates in the unlikely pathway for H<sub>2</sub> evolution.

<sup>a</sup>E<sup>o</sup> vs E<sup>o</sup>(SCE) (4.684 V).<sup>3, 4</sup>

 ${}^{b}\Delta G^{PT}$  is the proton-transfer free energy from [HTEOA]<sup>+</sup> to the Co intermediate.



**Fig. S9** Frontier molecular orbitals (MOs) and MO energies (in eV) of tpy (tpy = terpyridine), LH and  $LH_2^+$  (LH = py-DAT-amidine).

		Electronic excitation	Oscillator strength
		energy (eV)	( <i>f</i> )
tpy	HOMO → LUMO (94.1%)	4.35	0.43
	HOMO $\rightarrow$ LUMO+1 (88.6%)	4.63	0.22
LH	HOMO $\rightarrow$ LUMO (24.4%)	3.90	0.01
	HOMO-1 $\rightarrow$ LUMO (35.4%)		
	HOMO-2 $\rightarrow$ LUMO (30.0%)		
	HOMO → LUMO (50.1%)	4.22	0.08
	HOMO-2 → LUMO (31.6%)		
$LH_2^+$	HOMO → LUMO (75.2%)	3.47	0.01
	HOMO-1 $\rightarrow$ LUMO (16.8%)		
	HOMO $\rightarrow$ LUMO (21.2%)	3.52	0.01
	HOMO-1 $\rightarrow$ LUMO (48.5%)		
	HOMO-2 $\rightarrow$ LUMO (14.3%)		

**Table S7.** Calculated electronic excitation energies (eV) of tpy (tpy = terpyridine), LH and  $LH_2^+$  (LH = py-DAT-amidine) from TD-DFT calculation.



**Scheme S3.** Possible protonation states of  ${}^{4}[Co^{II}(LH^{*1-})(LH_{2}^{*})]^{1+}$ . The relative free energies are given in kcal/mol.



**Fig. S10** The optimized geometries of  ${}^{4}[Co^{II}(LH^{*1-})(LH_{2}^{*})]^{1+}$  and  ${}^{4}[Co^{II}H(LH)(LH)]^{1+}$ . The relative free energies are shown in kcal/mol. The key bond distances are shown in Å.



**Fig. S11** The optimized geometries of  ${}^{3}[Co^{II}(LH)(LH^{*1-})]^{1+}$  and  ${}^{3}[Co^{III}H(L^{1-})(LH)]^{1+}$ . The relative free energies are shown in kcal/mol. The key bond distances are shown in Å.



**Fig. S12** (a) Frontier MOs and spin density plot of the  ${}^{4}[Co^{II}(LH^{*1-})(LH_{2}^{*})]^{1+}$  (S = 3/2, BS(4,1)). (b) Frontier MOs and spin density plot of the  ${}^{6}[Co^{II}(LH^{*1-})(LH_{2}^{*})]^{1+}$  (S = 5/2). The doubly occupied orbitals were represented by quasi-restricted orbitals and the singly occupied orbitals were represented by corresponding orbitals (isodensity = 0.05).



**Fig. S13** (a) Frontier MOs and spin density plot of the  ${}^{3}[Co^{II}H(LH)(LH_{2}^{\bullet})]^{1+}$  (S = 1, BS(3,1)). (b) Frontier MOs and spin density plot of the  ${}^{5}[Co^{II}H(LH)(LH_{2}^{\bullet})]^{1+}$  (S = 2). The doubly occupied and unoccupied orbitals were represented by quasi-restricted orbitals and the singly occupied orbitals were represented by corresponding orbitals (isodensity = 0.05).



**Fig. S14** (a) The relative free energy (in kcal/mol) for the H<sub>2</sub> elimination from the Co<sup>II</sup>-H<sup>...</sup>HN(TEOA) vs. Co<sup>II</sup>-H<sup>...</sup>HN(pyridine) intermediates. (b) Optimized geometries of  ${}^{5}[Co^{II}(LH^{\cdot 1-})(LH_{2}^{1-})]^{0}$ ,  ${}^{5}[Co^{II}H(LH^{\cdot 1-})(LH)]^{0}$  and  ${}^{5}[TS_{TEOA}]^{1+}$ .



**Fig. S15** (a) The relative free energy (in kcal/mol) for the H<sub>2</sub> elimination from the Co<sup>II</sup>-H<sup>...</sup>HN(TEOA) intermediate. (b) Optimized geometries of  ${}^{4}$ [Co<sup>II</sup>(LH<sup>•1-</sup>)(LH<sub>2</sub><sup>•</sup>)]<sup>1+</sup>,  ${}^{4}$ [Co<sup>II</sup>H(LH)(LH)]<sup>1+</sup> and  ${}^{4}$ [TS<sub>TEOA</sub>]<sup>2+</sup>.

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