

## Supporting information

### Calculation of TOF for NiP catalysts

Calculation of turn over frequencies utilised the surface areas of the catalysts determined by BET and the assumption that each Nitrogen molecule covers 0.162 nm<sup>2</sup>. Both Ni and P sites are considered, and hence each N<sub>2</sub> molecule is assumed to cover two sites. The turnover numbers were calculated as follows.

Material	Density / g cm <sup>-3</sup>	Molar mass / g mol <sup>-1</sup>	Molar volume / cm <sup>3</sup> mol <sup>-1</sup>	Surface site density / cm <sup>-3</sup>
Ni <sub>2</sub> P	7.35	148.36	20.19	2.00x10 <sup>15</sup>
Ni <sub>12</sub> P <sub>5</sub>	7.53	859.19	114.14	6.31x10 <sup>14</sup>

### Surface site density

$$\#atoms \text{ in } 1 \text{ cm}^3 = N(\text{atoms in formula}) \times N_A / V_M$$

$$\# \text{ atoms in } 1 \text{ cm}^2 = ((\#atoms)^{1/3})^2 = (\#atoms)^{2/3}$$

### Roughness Factor of electrode

$$R_f \left( \frac{\text{cm}^2}{\text{cm}^2} \right) = \text{Loading} \left( \frac{\text{mg}}{\text{cm}^2} \right) \times 0.001 \left( \frac{\text{g}}{\text{mg}} \right) \times \text{Specific area} \left( \frac{\text{m}^2}{\text{g}} \right) \times 10000 \left( \frac{\text{cm}^2}{\text{m}^2} \right)$$

### Specific current density

$$j_{sp} \left( \frac{\text{mA}}{\text{cm}^2} \right) = j_{obs} \left( \frac{\text{mA}}{\text{cm}^2} \right) R_f \left( \frac{\text{cm}^2}{\text{cm}^2} \right)$$

### Specific molecular production rate

For the reaction  $2\text{H}^+ + 2\text{e}^- \rightarrow \text{H}_2$ ,  $n=2$

$$\text{Prod}_{sp} \left( \frac{\text{molecule}}{\text{cm}^2 \cdot \text{s}} \right) = j_{sp} \left( \frac{\text{mA}}{\text{cm}^2} \right) 0.001 \left( \frac{\text{A}}{\text{mA}} \right) \frac{1}{\text{Faraday}} \left( \frac{1}{\text{C} \cdot \text{mol}^{-1}} \right) \frac{1}{n} (\text{unitless}) N_A \left( \frac{\text{molecule}}{\text{mol}} \right)$$

### Site density per specific area

$$\text{AtomsIncc} \left( \frac{1}{\text{cm}^3} \right) = \frac{N(\text{atoms in formula}) N_A (\text{mol}^{-1})}{V_M (\text{cm}^3 \text{mol}^{-1})}$$

$$\text{Sites}_{sp} \left( \frac{1}{\text{cm}^2} \right) = \left( \text{AtomsIncc} \left( \frac{1}{\text{cm}^3} \right) \right)^{2/3}$$

### Turnover frequency

$$TOF\left(\frac{\text{molecules}}{s}\right) = \frac{Prod_{sp}\left(\frac{\text{molecules}}{cm^2 \cdot s}\right)}{Sites_{sp}\left(\frac{1}{cm^2}\right)}$$

Catalyst	Loading /mg cm <sup>-2</sup>	SA /m <sup>2</sup> g <sup>-1</sup>	Rf	Site density /cm <sup>-3</sup>	-j <sub>-0.10V,sp</sub> /μA cm <sup>-2</sup>	-j <sub>-0.20V,sp</sub> /μA cm <sup>-2</sup>	TOF <sub>-0.1V</sub> /s <sup>-1</sup>	TOF <sub>-0.2V</sub> /s <sup>-1</sup>	Ref
Ni <sub>2</sub> P <sub>as recv</sub>	0.15	1	1.5	2.00×10 <sup>15</sup>	89	673	0.140	1.051	this work
Ni <sub>2</sub> P <sub>(6hr)</sub>	0.15	1.18	1.8	2.00×10 <sup>15</sup>	85	1110	0.132	1.737	this work
Ni <sub>2</sub> P <sub>(9hr)</sub>	0.15	1.38	2.1	2.00×10 <sup>15</sup>	62	1270	0.096	1.975	this work
Ni <sub>12</sub> P <sub>5</sub>	0.15	16.1	24.1	6.30×10 <sup>14</sup>	4	16	0.019	0.081	this work
Ni <sub>2</sub> P	1.0	32.8	328	2.00×10 <sup>15</sup>	10	320	0.015	0.500	1
CoP <sup>b</sup>	0.9	59.1	532	2.45×10 <sup>15</sup>	48	NR	0.061	NR	2
MoS <sup>a</sup>	NR	NR	90	1.11×10 <sup>15</sup>	NR	111	NR	0.312	3

(a) loading not provided in text, but roughness factor provided in supplementary materials; NR: not reported

Bode plot of Ni<sub>2</sub>P (6hr ball milled) as a function of the applied overpotential. Symbols: Data, line: fit. Frequency range: 100 kHz to 0.2Hz at 10 points/decade. A sinusoidal perturbation of 10 mV<sub>pp</sub> was used.

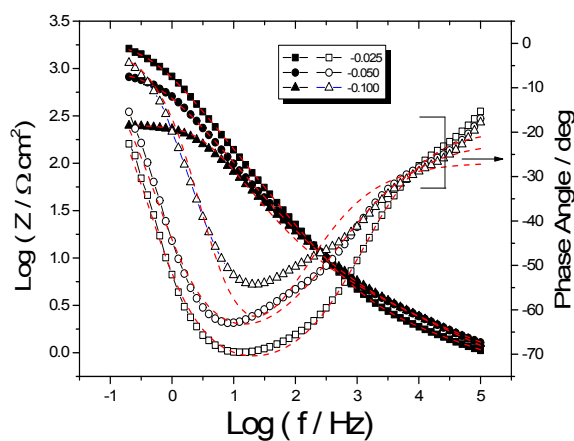


Table giving the equivalent circuit parameters derived using the 2TP model and 2TS model used respectively for Ni<sub>2</sub>P and Ni<sub>12</sub>P<sub>5</sub> based electrodes as a function of the applied overpotential. For Ni<sub>2</sub>P based electrodes, R<sub>s</sub> corresponds to the solution resistance associated with the electrolyte used and R<sub>ct</sub>&CPE<sub>DL</sub> with n<sub>1</sub> and R<sub>2</sub> &CPE<sub>2</sub> with n<sub>2</sub> represent the two time constant associated with the *her* reaction in acidic medium.

Catalyst	$\eta$ / V vs. RHE	R <sub>s</sub> / $\Omega$	R <sub>ct</sub> / $\Omega$ cm <sup>2</sup>	R <sub>2</sub> / $\Omega$ cm <sup>2</sup>	CPE <sub>DL</sub> / Fcm <sup>-2</sup> s <sup>n-1</sup>	CPE <sub>2</sub> / Fcm <sup>-2</sup> s <sup>n-1</sup>	n <sub>DL</sub>	n <sub>2</sub>
Bulk Ni <sub>2</sub> P	-0.1	4.5	1.51E+03	7.60E+02	2.33E-11	1.15E-05	0.89	1
	-0.15	4.5	9.09E+02	2.90E+02	2.36E-11	2.01E-05	0.7	1
	-0.2	4.5	5.06E+02	1.97E+02	2.40E-11	3.13E-05	0.83	1
	-0.25	4.5	3.36E+02	2.88E+01	2.36E-11	3.47E-05	0.82	1
	-0.3	4.5	2.17E+02	2.16E+01	2.29E-11	7.29E-05	0.81	1
	-0.35	4.5	1.52E+02	1.16E+01	2.33E-11	1.39E-04	0.8	1
6 hr ball milled Ni <sub>2</sub> P	-0.4	4.5	1.28E+02	6.60E+00	2.26E-11	2.34E-04	0.8	1
	-0.025	4.5	3.45E+03	2.53E+03	1.24E-10	1.32E-06	0.84	0.55
	-0.05	4.5	1.67E+03	1.19E+03	1.47E-10	5.00E-06	0.86	0.35
	-0.1	4.5	4.44E+02	3.47E+02	1.27E-10	8.68E-06	0.95	0.3
	-0.2	4.5	4.69E+01	2.38E+02	1.32E-10	1.63E-05	0.9	0.27
	-0.3	4.5	1.49E+01	8.50E+01	1.47E-10	2.35E-05	0.7	0.21
9 hr ball milled Ni <sub>2</sub> P	-0.4	4.5	9.03E+00	3.40E+01	1.32E-10	4.68E-05	0.66	0.14
	-0.1	4.5	6.57E+02	5.17E+02	1.59E-10	8.05E-06	0.87	0.3
	-0.15	4.5	2.54E+02	1.79E+02	1.43E-10	1.58E-05	0.85	0.23
	-0.2	4.5	4.57E+01	3.97E+01	1.64E-10	3.67E-05	0.71	0.18
	-0.3	4.5	1.72E+01	7.25E+00	1.61E-10	2.26E-05	0.7	0.17
	-0.35	4.5	1.43E+01	3.93E+00	1.64E-10	6.79E-05	0.63	0.03
Catalyst	$\eta$ / V vs. RHE	R <sub>s</sub> / $\Omega$	R <sub>1</sub> / $\Omega$ cm <sup>2</sup>	R <sub>2</sub> / $\Omega$ cm <sup>2</sup>	CPE <sub>1</sub> / 10 <sup>-3</sup> Fcm <sup>-2</sup> s <sup>n-1</sup>	CPE <sub>2</sub> / 10 <sup>-6</sup> Fcm <sup>-2</sup> s <sup>n-1</sup>	n <sub>1</sub>	n <sub>2</sub>
Ni <sub>12</sub> P <sub>5</sub> (series model)	-0.1	4.5	1.77E+04	6.25E+02	8.32E-12	5.64E-06	0.9	0.73
	-0.15	4.5	8.87E+03	2.32E+02	4.06E-12	5.70E-06	0.87	0.75
	-0.2	4.5	4.47E+03	1.16E+02	1.71E-12	5.75E-06	0.9	0.74
	-0.25	4.5	2.34E+03	4.59E+01	7.68E-13	5.72E-06	0.9	0.71
	-0.3	4.5	1.28E+03	1.93E+01	4.25E-13	5.66E-06	0.9	0.69
	-0.35	6.5	6.59E+02	9.66E+00	4.10E-13	5.78E-06	0.95	0.75
	-0.4	6.1	4.27E+02	7.25E+00	3.99E-13	5.72E-06	0.9	0.87

## References

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