

## Supporting Information

### Structural and Reactivity Insights into High-Valent Co(III)-(μ-peroxo)-Co(IV) and Its Electromer Co(III)-(μ-superoxo)-Co(III)

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#### Materials and methods:

All chemicals and reagents were obtained from commercial sources and were used as received. HPLC-grade H<sub>2</sub>O, and CH<sub>3</sub>CN from Merck were used in the spectroscopic studies. The preparation of tris(4-methoxy-3,5-dimethylpyridyl-2-methyl)amine (TPA\*) followed the method previously described.<sup>[1]</sup> An Agilent 8453 diode-array spectrophotometer was used to record the UV/Vis absorption spectra and conduct the kinetic experiments spectrophotometrically in 1 cm quartz cells ( $\lambda$  = 200–1000 nm range). The ESI-MS was recorded on an Agilent 6546 LC/Q-TOF in the positive-ion mode. The X-band electron paramagnetic resonance (EPR) was measured on a JES-FA200 ESR spectrometer at 77 K in acetonitrile solution. EPR parameters : [ frequency, 9136 MHz; power, 0.995 mW; field center, 490.0 mT, width,  $\pm$  500.00 Mt; sweep time, 30.0 s; modulation frequency, 100.00 kHz, width, 1 mT; amplitude, 1 mT; and time constant, 0.03 s]. The <sup>1</sup>H NMR spectra were obtained using a JEOL JNM LA 500 (400 MHz) NMR spectrometer. The cyclic voltammetry experiments were carried out at room temperature using a CH Instruments Electrochemical Analyzer M-600B series. A three-electrode system was used where glassy carbon was used as the working electrode, Pt wire was the auxiliary electrode, and aqueous Ag/AgCl was used as the reference electrode. The solutions used were 1 mM **1**, 1 mM *p*-phenols and 100 mM supporting electrolyte tetra-n-butylammonium perchlorate (TBAP) in acetonitrile and potassium chloride in water. The resonance Raman spectra were obtained at 638 nm (80 mW, Cobolt lasers, HÜBNER Photonics) excitation wavelengths using a Kymera 328i motorized Czerny-Turner Spectrograph (Andor Technology) equipped with a DU 420A-BEX2-DD camera (iDus 420 CCD, Andor Technology). The CCD camera was cooled to -80 °C. The spectral slit width of the instrument was set to 100 μm.

### Synthesis of **1a**:

A 30 mg sample of  $[(\text{TPA}^*)\text{Co}(\text{II})\text{Cl}]\text{Cl}$  (**1**, 0.05 mmol) was dissolved in 5 mL of water at room temperature, exposed to open air. Upon dissolution, the solution's color changed from green to brown. To this, 21 mg of sodium perchlorate (0.15 mmol) was added, and the mixture was stirred for one hour in an open atmosphere. After an hour, a brown solid precipitate appeared. Gradually, acetonitrile was added to the mixture until the solution became clear. Dark brown crystals of **1a**, suitable for X-ray diffraction analysis, formed over 3–4 days through slow evaporation of the solution. UV/Vis absorption bands: 380 nm and 600 nm, Calcd for  $\text{C}_{54}\text{H}_{83}\text{Cl}_3\text{Co}_2\text{N}_8\text{O}_{26}$ : C, 43.69; H, 5.64; N, 7.55. Found: C, 43.4; H, 5.3; N, 7.25.

### X-ray crystallography:

Single crystals of **1a** were used for X-ray diffraction data collection. Diffraction intensities were collected on a Bruker SMART APEX CCD diffractometer, with graphite-monochromated Mo K $\alpha$  (0.71073 Å) radiation at 100(2) K. The structures were solved by SHELXT<sup>[2]</sup> and refined with the SHELXL<sup>[3]</sup> package incorporated into the Olex2v1.5<sup>[4]</sup> crystallographic collective package. All non-hydrogen atoms were refined with anisotropic thermal parameters using full-matrix least-squares procedures on  $F^2$ . Solvent mask command was used through Olex2, which showcased 184 electrons in a volume of 710 Å<sup>3</sup> in 2 voids per unit cell. This electron count corresponds to the presence of 4.6 H<sub>2</sub>O per formula unit. CCDC 2381919 contains the supplementary crystallographic data for **1a**.

### X-ray Absorption Spectroscopy (XAS) Methods:

X-ray absorption spectra were collected at P65 beamline at DESY (Germany) on mini-undulator beamline at electron energy 7.709 KeV and average current of 100 mA. The radiation was monochromatized by a Si(111) crystal monochromator. The intensity of the X-rays were monitored by three ion chambers ( $I_0$ ,  $I_1$  and  $I_2$ ).  $I_0$ , placed before the sample, was filled with 92% nitrogen and 8% argon.  $I_1$  and  $I_2$  were placed after the sample.  $I_1$  was filled with 86 % N<sub>2</sub> and 14 % Ar while  $I_2$  was filled with 100 % Kr. Co metal was placed between ion chambers  $I_1$  and  $I_2$  and its absorption was recorded with each scan for energy calibration. Co XAS energy was calibrated by the first maxima in the second derivative of the Cobalt's metal foil's X-ray absorption near edge structure (XANES) spectrum. The samples were kept at 5 K in a He atmosphere at ambient pressure and recorded as fluorescence excitation spectra using a 4-element energy-resolving Silicon drift detector. The solution complexes were measured in the continuous helium flow cryostat in fluorescence mode. Around 24 XAS spectra of each sample were collected. Care was taken to measure at several sample positions on each sample and no more than 5 scans were taken at each sample position. To reduce the risk of sample damage by x-ray radiation, 80% flux was used (beam size 2300 μm (Horizontal) x 300 μm (Vertical)) and no

damage was observed scan after scan to any samples. Co XAS energy was calibrated by the first maxima in the second derivative of the Cobalt's metal X-ray Absorption Near Edge Structure (XANES) spectrum.

#### **Extended X-ray Absorption Fine Structure (EXAFS) Analysis:**

Athena software<sup>5</sup> was used for data processing. The energy scale for each scan was normalized using the Cobalt metal standard. Data in energy space were pre-edge corrected, normalized, deglitched (if necessary), and background corrected. The processed data were next converted to the photoelectron wave vector ( $k$ ) space and weighted by  $k$ . The electron wave number is defined as  $k = [2m(E - E_0)/\hbar^2]^{1/2}$ ,  $E_0$  is the energy origin or the threshold energy. K-space data were truncated near the zero crossings  $k = 2$  to  $12 \text{ \AA}^{-1}$  in Co EXAFS before Fourier transformation. The k-space data were transferred into the Artemis Software for curve fitting. To fit the data, the Fourier peaks were isolated separately, grouped together, or the entire (unfiltered) spectrum was used. The individual Fourier peaks were isolated by applying a Hanning window to the first and last 15% of the chosen range, leaving the middle 70% untouched. Curve fitting was performed using *ab initio*-calculated phases and amplitudes from the FEFF8<sup>6</sup> program from the University of Washington. *Ab initio*-calculated phases and amplitudes were used in the EXAFS equation S1.

$$\chi(k) = S_0^2 \sum_j \frac{N_j}{kR_j^2} f_{eff_j}(\pi, k, R_j) e^{-2\sigma_j^2 k^2} e^{\frac{-2R_j}{\lambda_j(k)}} \sin(2kR_j + \phi_{ij}(k)) \quad (\text{Eq. S1})$$

where  $N_j$  is the number of atoms in the  $j^{th}$  shell;  $R_j$  the mean distance between the absorbing atom and the atoms in the  $j^{th}$  shell;  $f_{eff_j}(\pi, k, R_j)$  is the *ab initio* amplitude function for shell  $j$ , and the Debye-Waller term  $e^{-2\sigma_j^2 k^2}$  accounts for damping due to static and thermal disorder in absorber-backscatterer distances. The mean free path term  $e^{\frac{-2R_j}{\lambda_j(k)}}$  reflects losses due to inelastic scattering, where  $\lambda_j(k)$ , is the electron mean free path. The oscillations in the EXAFS spectrum are reflected in the sinusoidal term  $\sin(2kR_j + \phi_{ij}(k))$ , where  $\phi_{ij}(k)$  is the *ab initio* phase function for shell  $j$ . This sinusoidal term shows the direct relation between the frequency of the EXAFS oscillations in k-space and the absorber-backscatterer distance.  $S_0^2$  is an amplitude reduction factor.

The EXAFS equation<sup>7</sup> (Eq. S1) was used to fit the experimental Fourier isolated data (q-space) as well as unfiltered data (k-space) and Fourier transformed data (R-space) using  $N$ ,  $S_0^2$ ,  $E_0$ ,  $R$ , and  $\sigma^2$  as variable parameters.  $N$  refers to the number of coordination atoms surrounding Co for each shell. The

quality of fit was evaluated by R-factor (Equation S2) and the reduced Chi<sup>2</sup> value. The deviation in  $E_0$  ought to be less than or equal to 10 eV. R-factor less than 2 % denotes that the fit is good enough<sup>7</sup> whereas R-factor between 2 and 5 % denotes that the fit is correct within a consistently broad model. The reduced Chi<sup>2</sup> value is used to compare fits as more absorber-backscatter shells are included to fit the data. A smaller reduced Chi<sup>2</sup> value implies a better fit. Similar results were obtained from fits done in  $k$ ,  $q$ , and  $R$ -spaces.

$$R - \text{factor} = \frac{\sum_i (\text{difference between data and fit}_i)^2}{\sum_i (\text{data})^2} \quad (\text{Eq. S2})$$

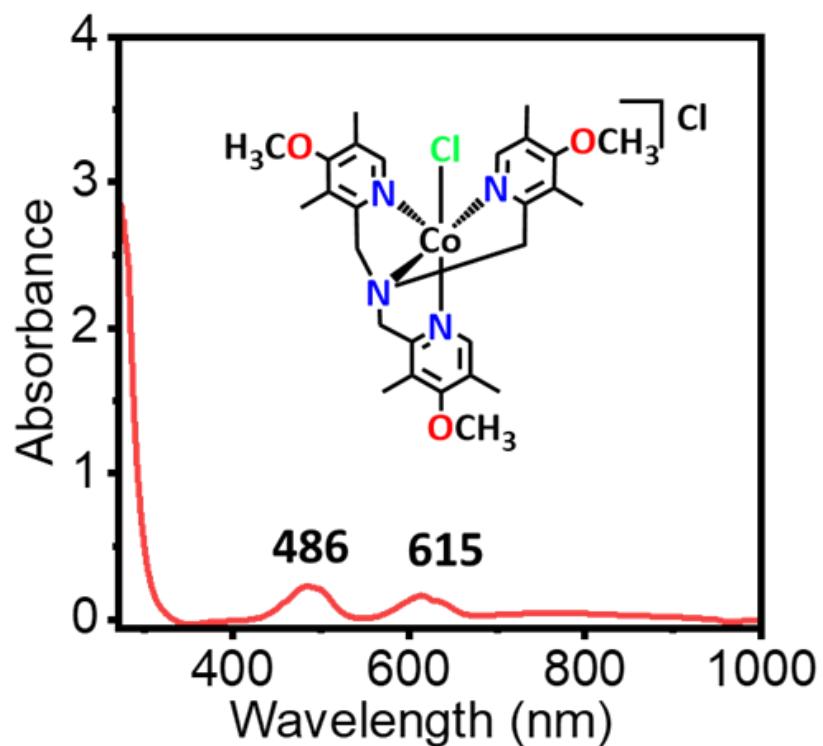
#### DFT Calculations:

The DFT optimization calculations were performed using the ORCA (Version 5.0) program package developed by Neese<sup>8</sup> and co-workers. The geometry optimizations were carried out using the solid-state (XRD) as a starting point. The calculations were carried out using the BP86 exchange-correlation functional<sup>7</sup> in combination with the triple zeta valance polarization functions (def2-TZVP)<sup>9</sup>, and the atom-pairwise dispersion correction with the Becke-Johnson damping scheme (D3BJ).<sup>10,11</sup>

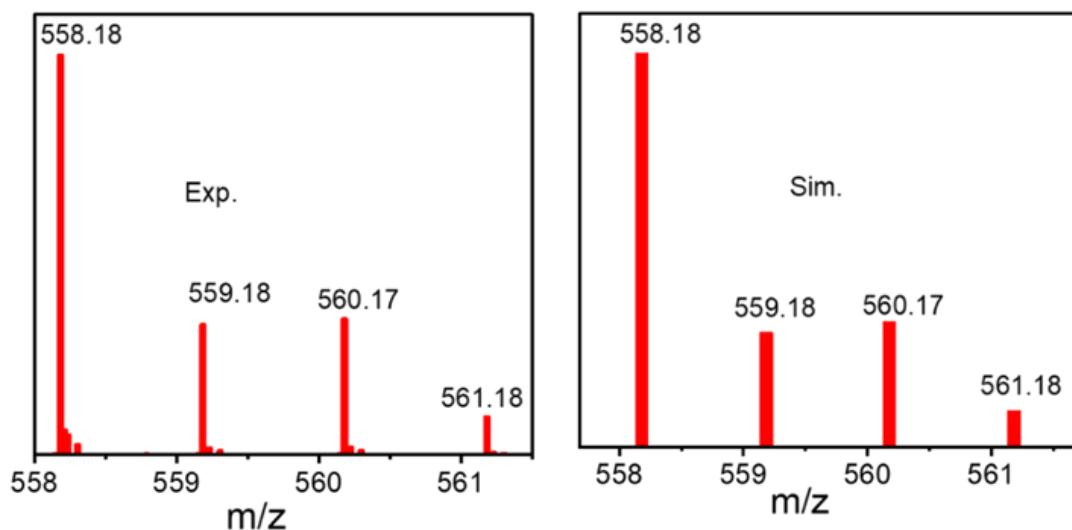
The RI<sup>12</sup> approximation were used to accelerate Coulomb and exchange integrals for the ground and excited state calculations respectively. The default GRID settings were further used for the self-consistent field iterations and for the final energy evaluation. The calculated structures were confirmed to be minima based on a check of the energies and the absence of imaginary frequencies from frequency calculations carried out on the optimized geometries.

#### Characterization of **1**:

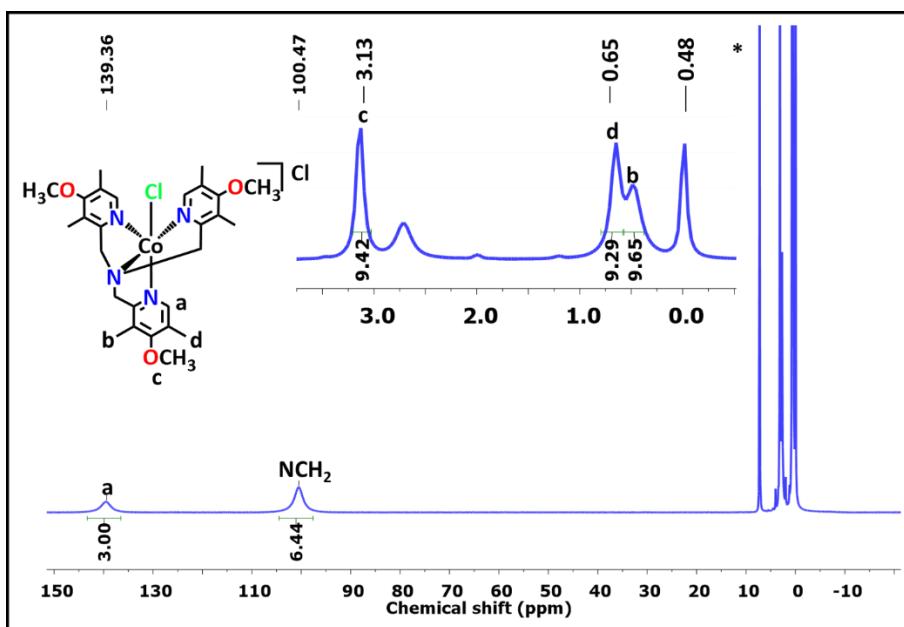
The UV-Vis absorption spectrum of **1**, recorded in CH<sub>3</sub>CN, displays two d-d bands at 486 and 616 nm (Fig. S1), similar to those observed for [(TPA)Co<sup>II</sup>Cl]Cl.<sup>13</sup> The ESI-MS analysis of **1** revealed a major peak corresponding to [(TPA\*)Co(Cl)]<sup>+</sup> (m/z: 558.2), confirming the presence of the Co(II) complex in solution (Fig. S2). Compound **1** displayed paramagnetically shifted NMR signals in CDCl<sub>3</sub> (-5 to 150 ppm), supporting the high spin nature of the Co(II) complex in the solution state as well (Fig. S3).



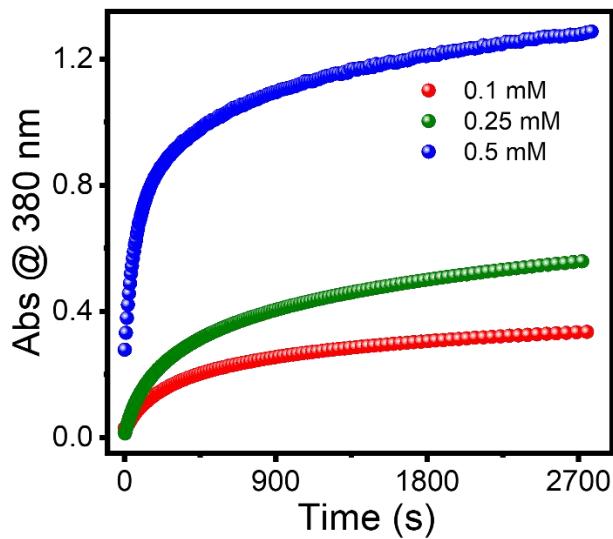
**Fig. S1:** UV-vis absorption spectra of 1 mM of **1** in  $\text{CH}_3\text{CN}$ .



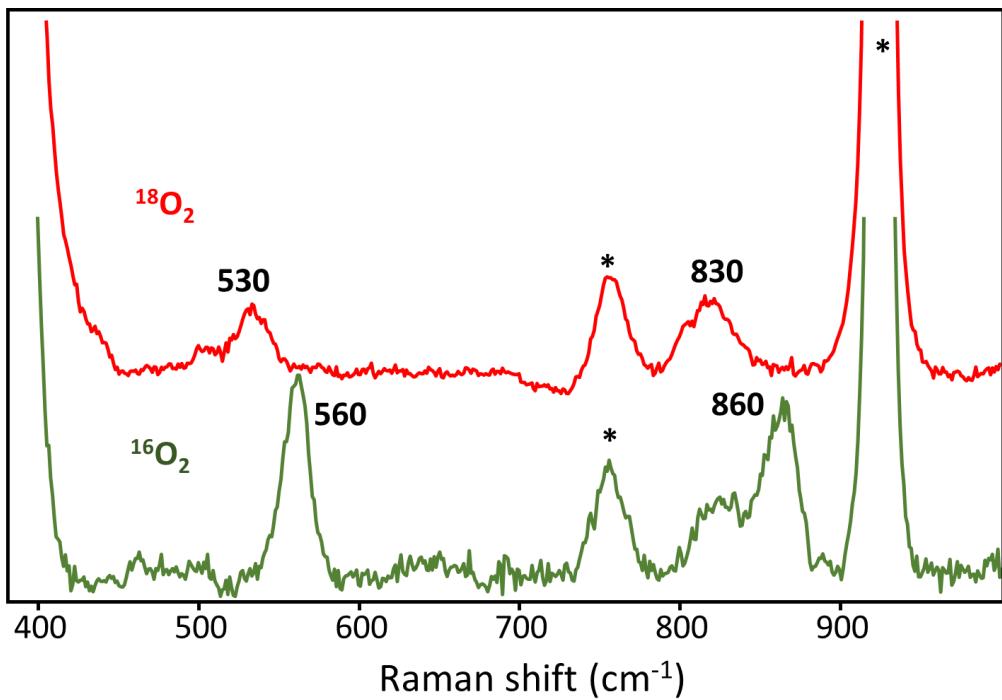
**Fig. S2:** ESI-mass spectrum of **1** (left) experimental and (right) simulated in  $\text{CH}_3\text{CN}$ .



**Fig. S3:**  $^1\text{H}$  NMR spectrum of **1** in  $\text{CDCl}_3$  at 500 MHz. (\* peak for solvent).



**Fig. S4:** Changes in the absorbance of **1a** at 380 nm on aerobic oxidation in 1:9  $\text{CH}_3\text{CN}:\text{H}_2\text{O}$  at 25 °C.



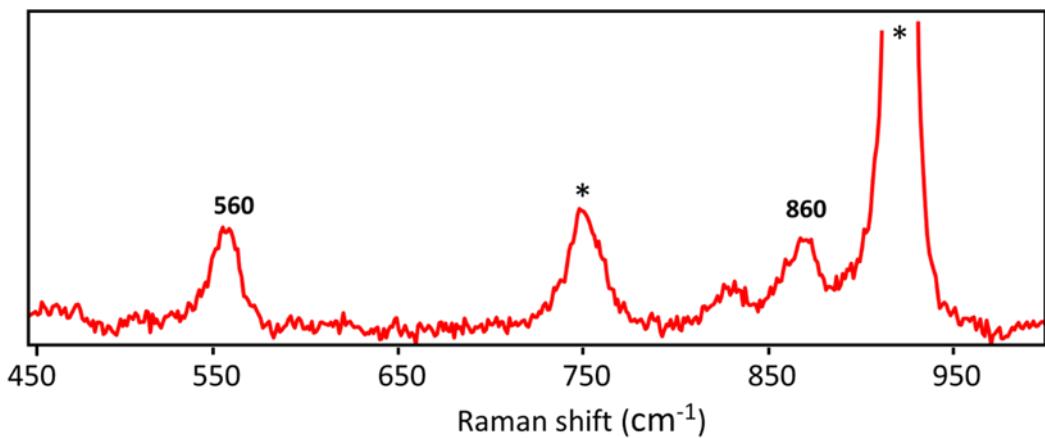
**Fig. S5:** Resonance Raman spectra ( $\lambda_{\text{exc}} = 638$  nm) of **1a<sub>ox</sub>** (yellow) and  $^{18}\text{O-1a}_{\text{ox}}$  (green) in 1:9 CH<sub>3</sub>CN:H<sub>2</sub>O at 25 °C. \* Bands from MeCN.

**Table S1:** Crystal data and structure refinement of **1a**.

	<b>1a</b>
CCDC	2381919
Chemical formula	C <sub>54</sub> H <sub>73</sub> Cl <sub>3</sub> Co <sub>2</sub> N <sub>8</sub> O <sub>26</sub>
Formula weight	1476.96
Temperature	100
Wavelength	0.71073
Crystal size	0.21 × 0 × 0
Crystal system	Monoclinic
Space group	P2 <sub>1</sub> /n
α (Å)	90
β (Å)	98.9520(10)
γ (Å)	90
a	15.9896(6)
b	22.9608(8)
c	17.9997(7)
Volume	6527.8(4)
Z	4
Density (calculated)	1.503
Absorption coefficient	0.718
F(000)	3087.0
Goodness-of-fit on F <sup>2</sup>	1.124
Final R indices  >2σ(I)	R <sub>1</sub> = 0.0777, wR <sub>2</sub> = 0.1653
R indices (all data)	R <sub>1</sub> = 0.0974, wR <sub>2</sub> = 0.1742

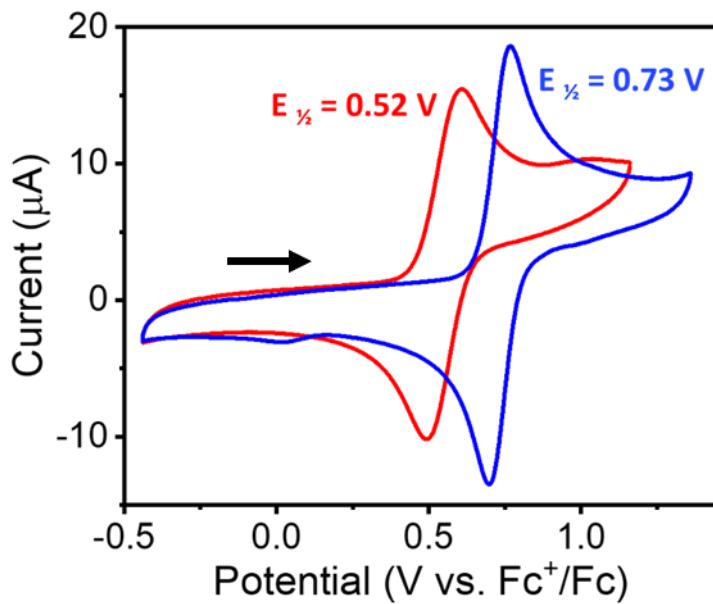
**Table S2:** Specific Bond lengths (Å) and bond angles(°) of **1a**.

Bond distance (Å)	1a	Bond Angles (°)	1a
Co1-O1	1.939(3)	Co1-O1-Co2	114.4(2)
Co2-O1	1.938(4)	Co1-O2-O3	110.2(2)
Co1-O2	1.856(3)	O1-Co1-O2	88.3(1)
Co2-O3	1.858(3)	N1-Co1-O2	97.7(1)
Co1-N1	1.929(4)	N2-Co1-O2	179.3(2)
Co1-N2	1.993(5)	N3-Co1-O2	93.5(2)
Co1-N3	1.918(4)	N4-Co1-O2	94.7(2)
Co1-N4	1.917(4)	O1-Co2-O3	88.4(1)
Co2-N5	1.939(5)	O2-O3-Co2	112.3(2)
Co2-N6	1.992(4)	N5-Co2-O3	94.7(2)
Co2-N7	1.912(5)	N6-Co2-O3	176.5(2)
Co2-N8	1.918(4)	N7-Co2-O3	93.0(2)
O2-O3	1.417(5)	N8-Co2-O3	98.1(1)

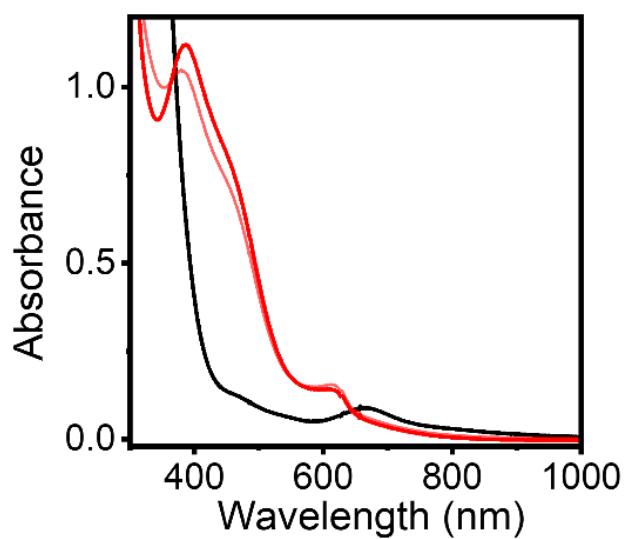


**Fig. S6:** Resonance Raman spectrum ( $\lambda_{\text{exc}} = 638$  nm) of **1a** (isolated crystals dissolved in MeCN) at 25 °C. \* Indicates the solvent peak.

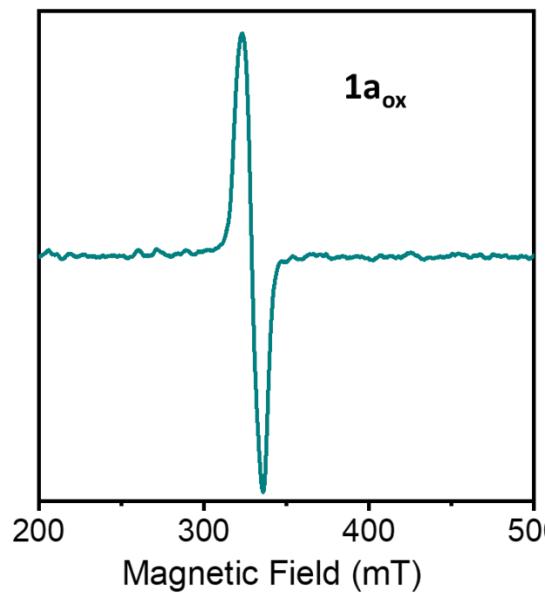
The electrochemical characteristics of the isolated **1a** was investigated in CH<sub>3</sub>CN (Fig. S7). **1a** exhibits a reversible redox wave at approximately 0.52 V vs. Fc<sup>+</sup>/Fc, indicative of a one-electron process. Whereas the parent [(TPA)<sub>2</sub>Co<sup>III</sup><sub>2</sub>(μ-OH)(μ-1,2-O<sub>2</sub>)]<sup>3+</sup> complex displays a reversible redox wave at around 0.73 V vs. Fc<sup>+</sup>/Fc (Fig. S7). An approximate 210 mV difference in the redox potential indicates that the incorporation of electron-donating groups in the 2' (OMe) and 3,5(Me) positions of the pyridine rings increases the electron density at the metal center, making it easier to access high valent species. The reversible redox wave observed at 0.52 V vs. Fc<sup>+</sup>/Fc for **1a** may originate from Co<sup>IV</sup>(O<sub>2</sub>)Co<sup>III</sup>/Co<sup>III</sup>(O<sub>2</sub>)Co<sup>III</sup> or Co<sup>III</sup>(O<sub>2</sub>•<sup>-</sup>)Co<sup>III</sup>/Co<sup>III</sup>(O<sub>2</sub>)Co<sup>III</sup> redox couple.



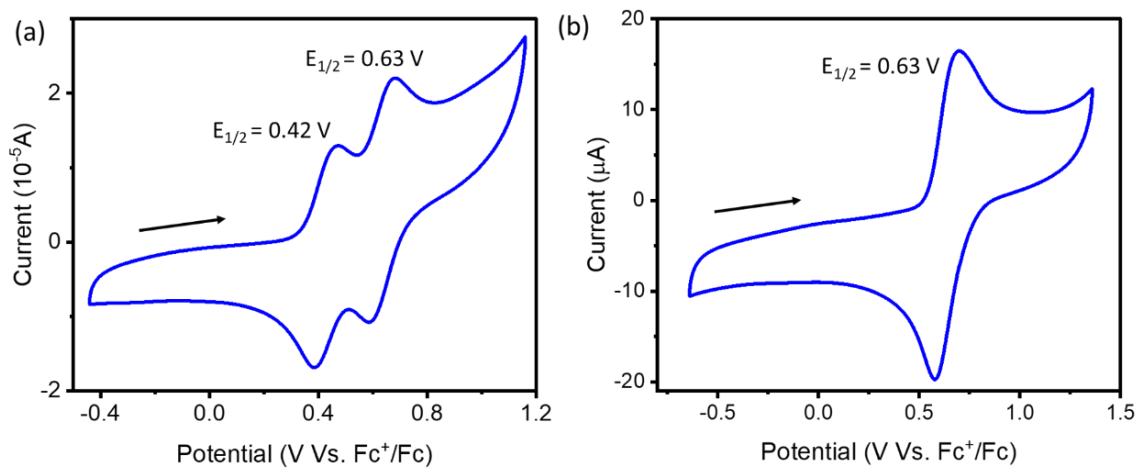
**Fig. S7:** Cyclic voltammetry of **1a** (red) and [(TPA)Co(μ-OH)(μ-O<sub>2</sub>)Co(TPA)]<sup>3+</sup> (blue) in CH<sub>3</sub>CN at room temperature at a scan rate of 100 mV/s. Arrow indicates the scan direction.



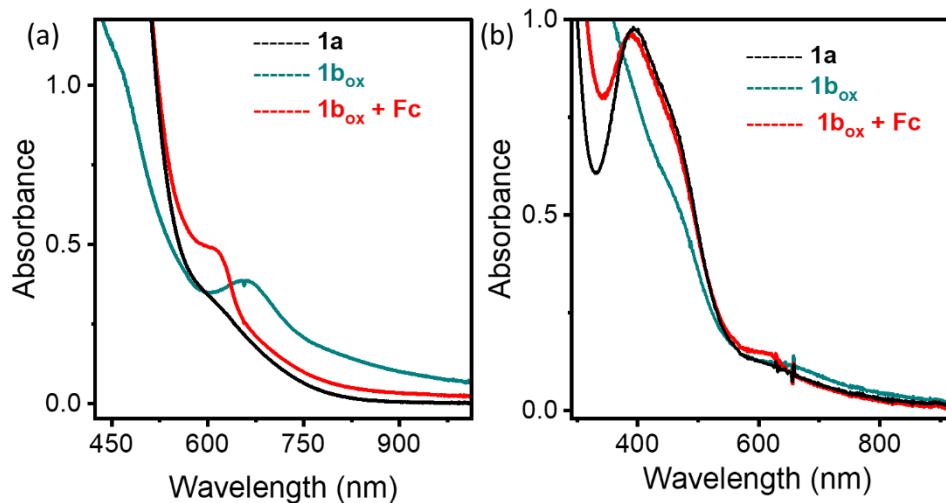
**Fig. S8:** UV-vis absorption spectra obtained upon addition of 1 eq. of Fc to **1a<sub>ox</sub>** in CH<sub>3</sub>CN at 25 °C.  
Condition to generate **1a<sub>ox</sub>**: 0.125 mM **1a** + 1 eq. of CAN in CH<sub>3</sub>CN at 25 °C.



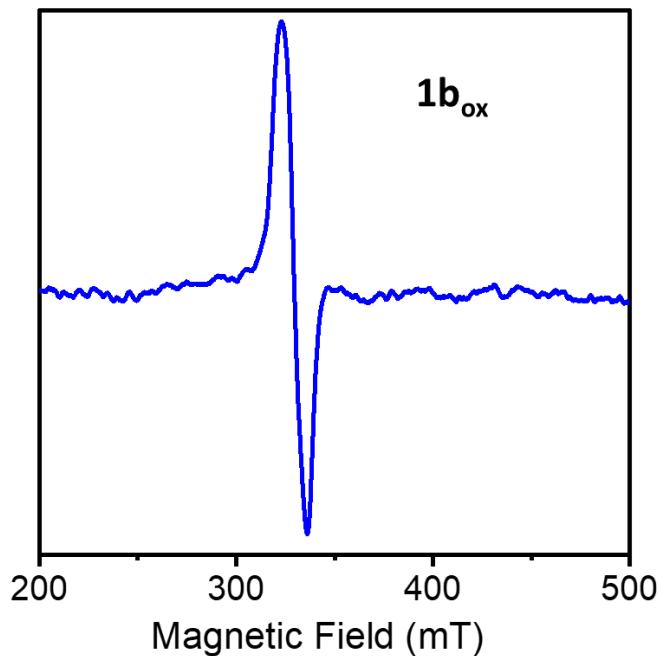
**Fig. S9:** EPR spectrum of **1a<sub>ox</sub>** obtained by adding 1 eq. of CAN to 2 mM of **1a** in CH<sub>3</sub>CN at room temperature.



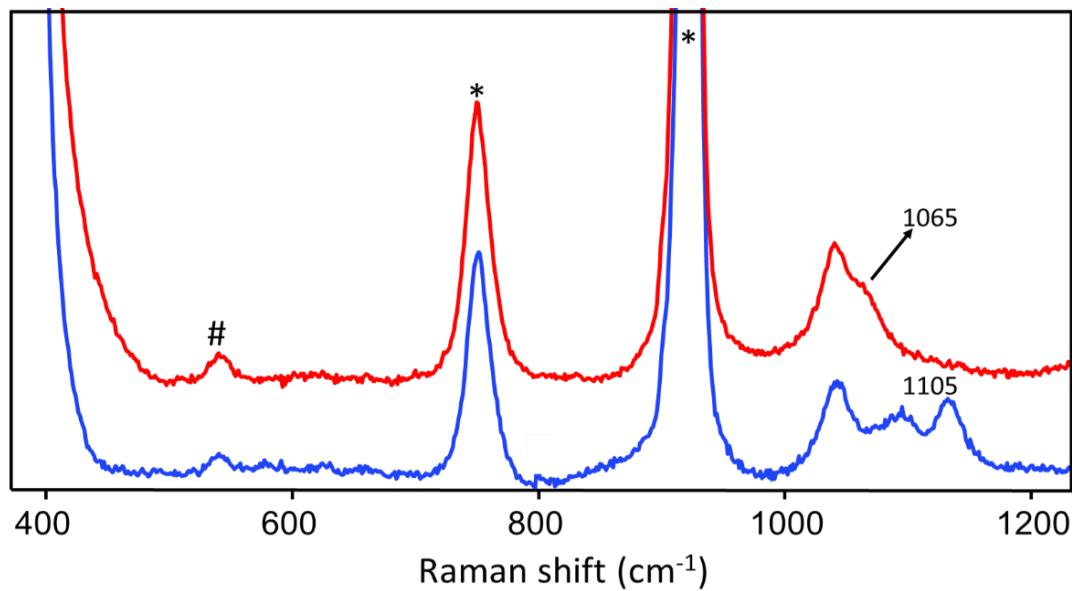
**Fig. S10:** (a) Cyclic voltammogram of **1b<sub>ox</sub>** in CH<sub>3</sub>CN at room temperature at a scan rate of 100 mV/s. Conditions to generate **1b<sub>ox</sub>**: 1 mM **1a** + 1 eq. of CAN + 1 eq. of <sup>n</sup>Bu<sub>4</sub>NOH in CH<sub>3</sub>CN at room temperature. (b) Cyclic voltammetry of 1 mM CAN in CH<sub>3</sub>CN at room temperature at a scan rate of 100 mV/s.



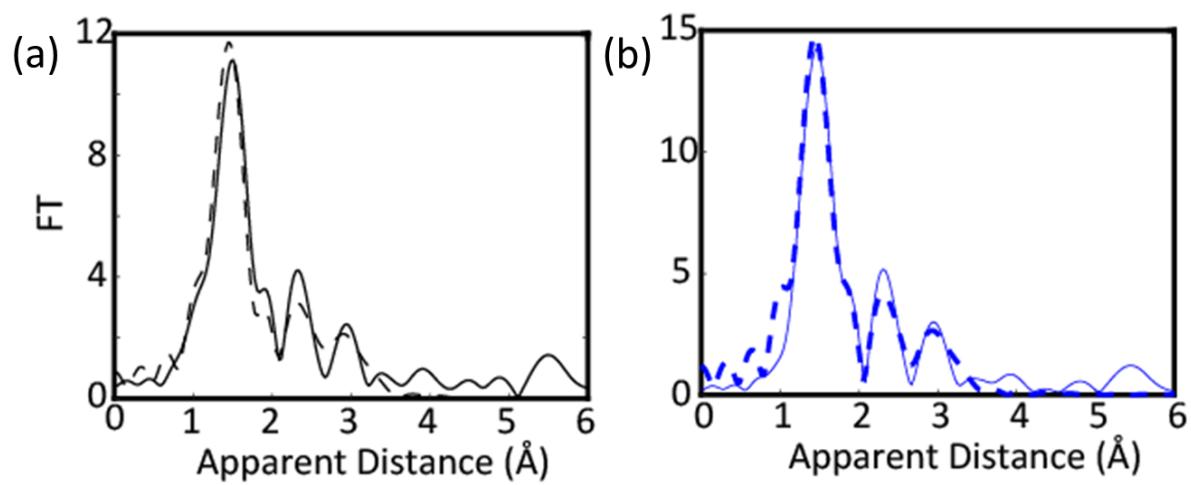
**Fig. S11:** (a) UV-vis absorption spectra obtained upon addition of 1 eq. of Fc to **1b<sub>ox</sub>** in CH<sub>3</sub>CN at 25 °C. Condition to generate **1b<sub>ox</sub>**: 0.5 mM **1a** + 1 eq. of CAN + 1 eq. <sup>n</sup>Bu<sub>4</sub>NOH in CH<sub>3</sub>CN at 25 °C. (b) UV-vis absorption spectra obtained upon addition of 1 eq. of Fc to **1b<sub>ox</sub>** in CH<sub>3</sub>CN at 25 °C. Condition to generate **1b<sub>ox</sub>**: 0.125 mM **1a** + 1 eq. of CAN + 1 eq. <sup>n</sup>Bu<sub>4</sub>NOH in CH<sub>3</sub>CN at 25 °C.



**Fig. S12:** EPR spectrum of **1b<sub>ox</sub>** obtained by adding 1 eq. of <sup>7</sup>Bu<sub>4</sub>NOH to **1a<sub>ox</sub>** in CH<sub>3</sub>CN at room temperature. Condition to generate **1a<sub>ox</sub>**: 1 eq. of CAN to 2 mM of **1a** in CH<sub>3</sub>CN.



**Fig. S13:** Resonance Raman spectra ( $\lambda_{\text{exc}} = 638 \text{ nm}$ ) obtained after the addition of 5 eq. of HClO<sub>4</sub> to **1b<sub>ox</sub>** and <sup>18</sup>O-**1b<sub>ox</sub>** to form of **1a<sub>ox</sub>** (blue) and <sup>18</sup>O-**1a<sub>ox</sub>** (red), respectively, in CH<sub>3</sub>CN at room temperature.  
 \* Bands from CH<sub>3</sub>CN and # band from CAN.

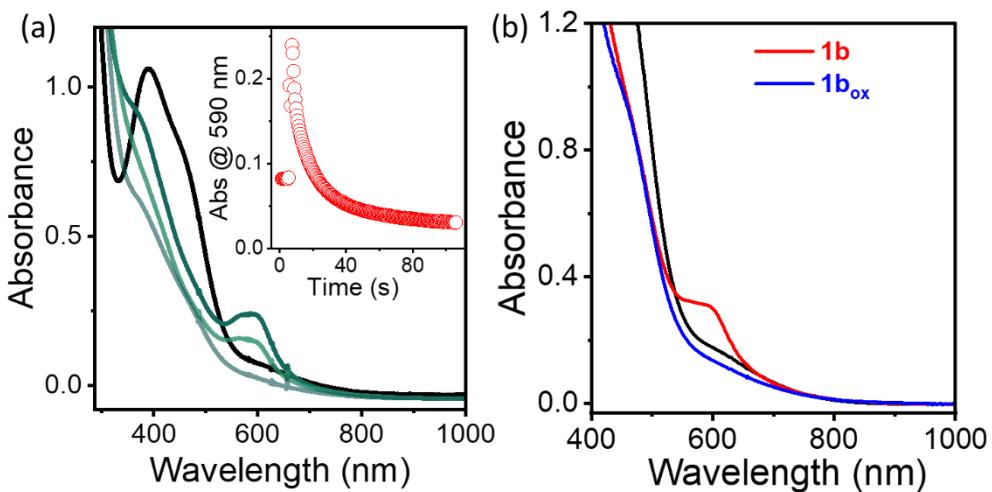


**Fig. S14:** Fourier transforms of  $k^3$ -weighted Co EXAFS of (a) **1a** (black) (b) **1b<sub>ox</sub>** (blue) in solid lines together with their respective fits 2 and 4 in **Table S3** shown in dashed lines.

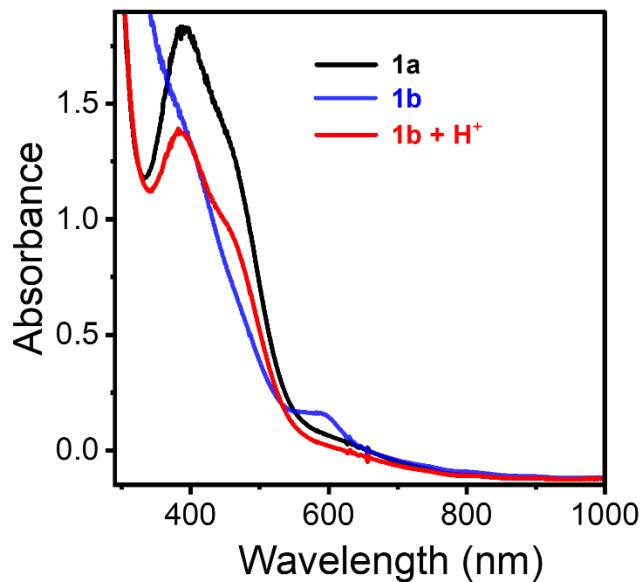
**Table S3.** EXAFS Fits parameters.

Sample	Fit	Reg ion	Shell,N	R, Å	E <sub>0</sub>	ss. <sup>2</sup> (10 <sup>-3</sup> )	R-factor	Reduced Chi-square
<b>1a</b>	1	I	Co-N,6	1.92	-3.8	4.2	0.0051	621
	2	I,II	Co-N,6 Co-C,5 Co-C, 5 Co-Co, 1	1.92 2.76 3.17 3.33	-3.2	4.3 12 4.1 4.6	0.0074	671
<b>1b<sub>ox</sub></b>	3	I	Co-N,6	1.90	-6.3	2.3	0.0020	303
	4	I,II	Co-N,6 Co-C,5 Co-C, 5 Co-Co, 1	1.90 2.75 3.16 3.33	-5.8	2.3 10 2.1 2.0	0.0036	247

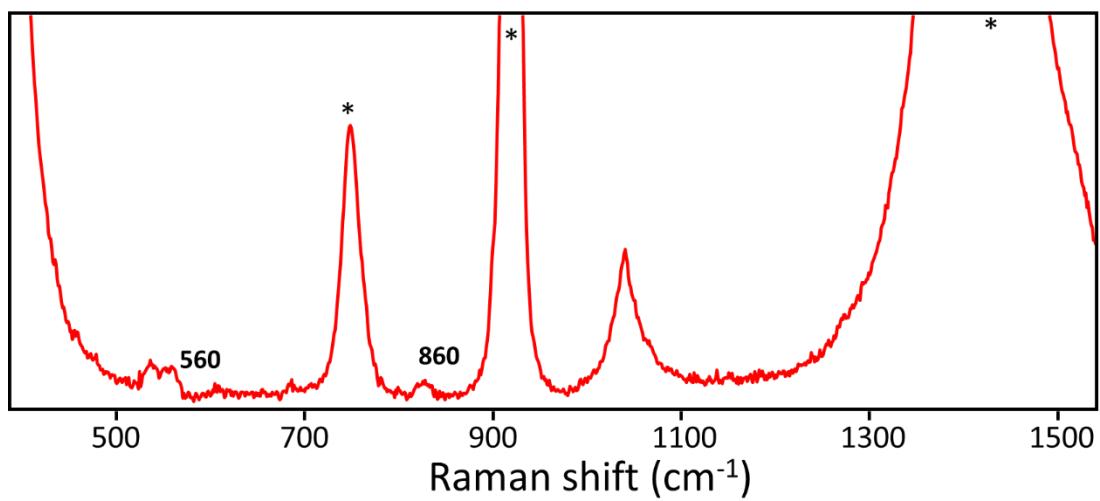
\* The amplitude reduction factor S0<sup>2</sup> was fixed to 1. Region I refers to the EXAFS spectra region between 1.2-2.0 Å Regions I ,II refer to that between 1.2-3.3 Å. We note that the data resolution, the ability to distinguish between 2 bond distances, given by  $\pi/2\Delta k$  is ~ 0.157 Å.



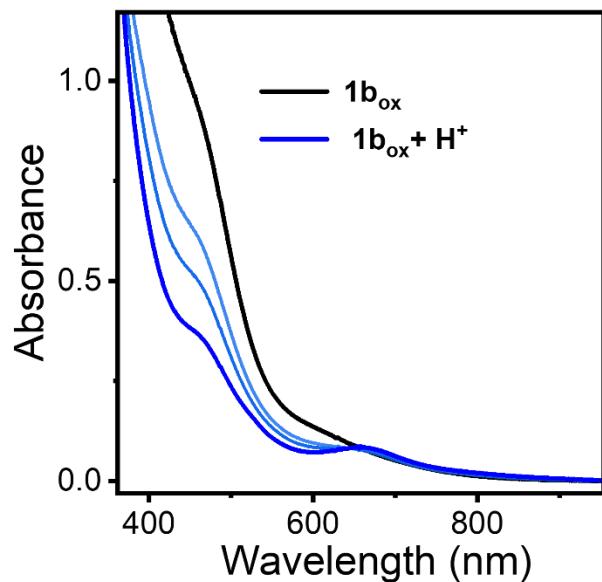
**Fig. S15:** (a) UV/Vis absorption spectra of the reaction of 0.25 mM **1a** (black) with 2 eq. of  $n\text{Bu}_4\text{NOH}$  to form **1b** at 25 °C (green trace). Inset: Time trace of the absorbance at 590 nm in seconds. (b) UV-vis absorption spectra of the **1b**<sub>ox</sub> (blue trace) obtained by adding 1 eq. of CAN to **1b** (red) in CH<sub>3</sub>CN at 25 °C.



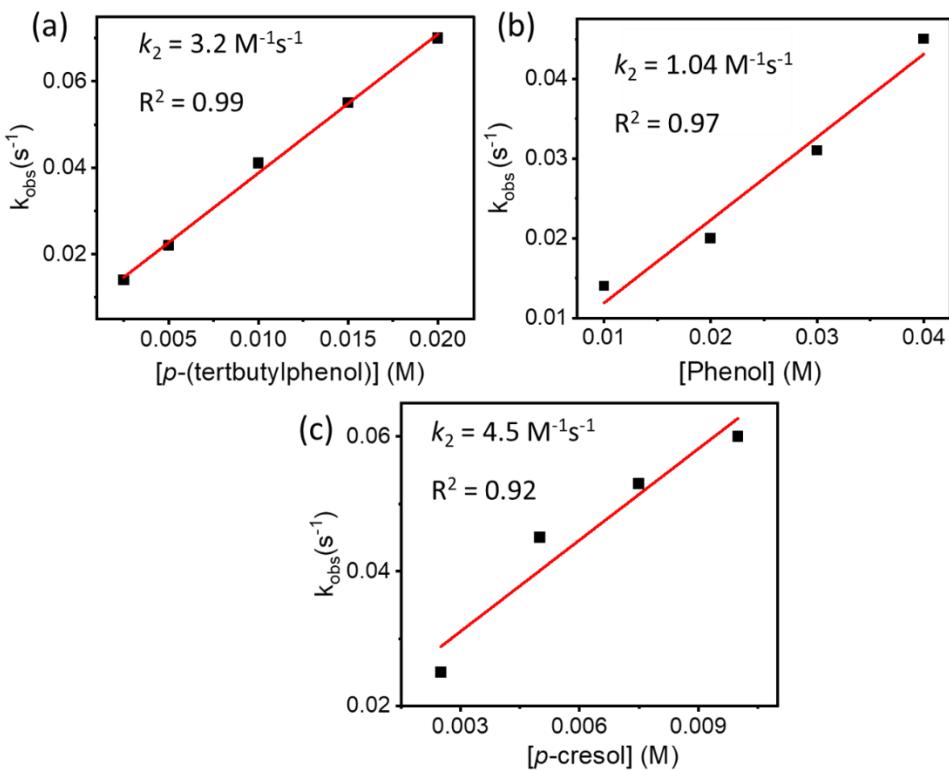
**Fig. S16:** UV-vis absorption spectra of (black) 0.25 mM **1a** in CH<sub>3</sub>CN, (blue) **1a** + 2 eq. of  $n\text{Bu}_4\text{NOH}$  to form **1b** and (red) **1b** + 5 eq. of HClO<sub>4</sub> in CH<sub>3</sub>CN at 25 °C.



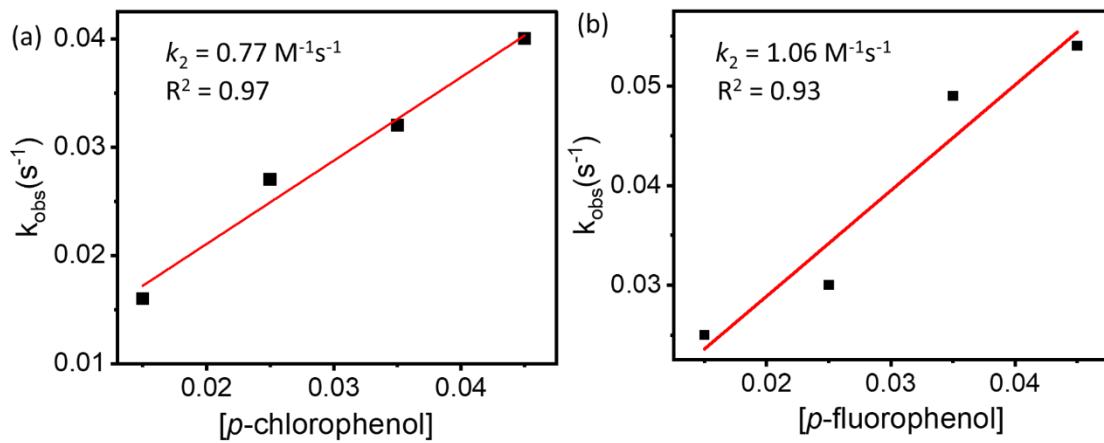
**Fig. S17:** Resonance Raman spectrum ( $\lambda_{\text{exc}} = 638 \text{ nm}$ ) of **1b<sub>ox</sub>** obtained by the addition of 1 eq. of CAN to **1b** at 25 °C. Condition to generate **1b**: 1 mM **1a** + 4 eq. of <sup>n</sup>Bu<sub>4</sub>NOH in CH<sub>3</sub>CN at 25 °C. \* Bands from CH<sub>3</sub>CN.



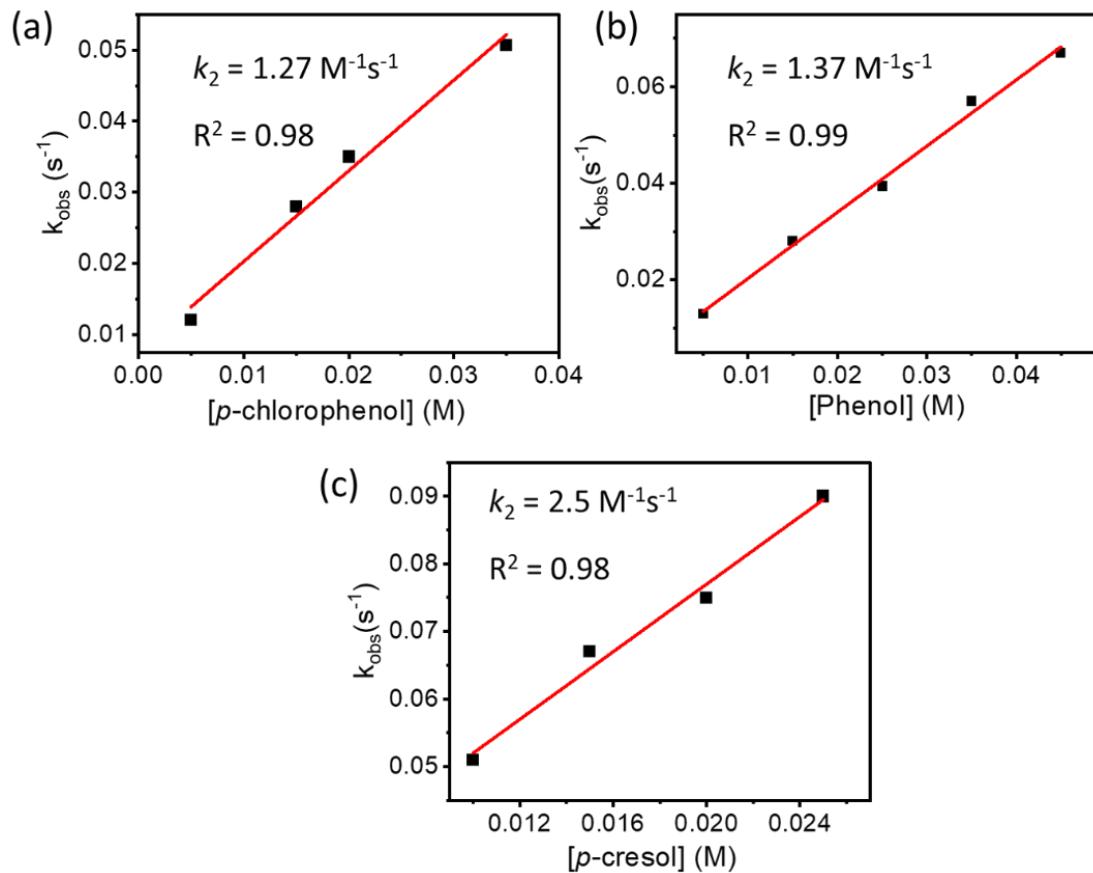
**Fig. S18:** UV-vis absorption spectra obtained upon the addition of 5 eq. of HClO<sub>4</sub> to **1b<sub>ox</sub>** (black) to form **1a<sub>ox</sub>** (blue) in CH<sub>3</sub>CN at 25 °C. Condition to generate **1b<sub>ox</sub>**: 0.25 mM **1a** + 2 eq. of <sup>n</sup>Bu<sub>4</sub>NOH + 1 eq. of CAN in CH<sub>3</sub>CN at 25 °C.



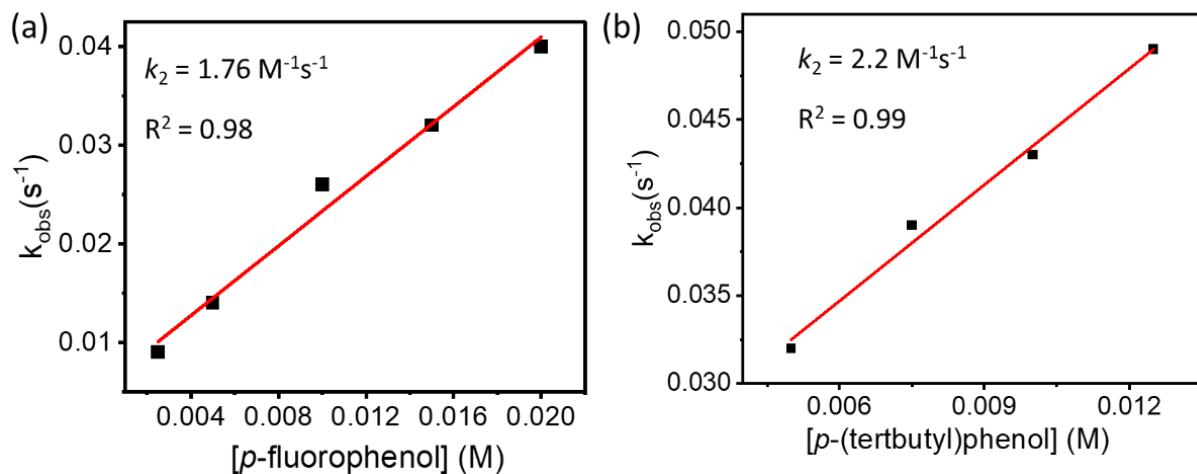
**Fig. S19:** Plots of  $k_{\text{obs}}$  for the **1a<sub>ox</sub>** in CH<sub>3</sub>CN as a function of (a) [p-tertbutylphenol], (b) [phenol], and (c) [p-Cresol] at 25 °C.



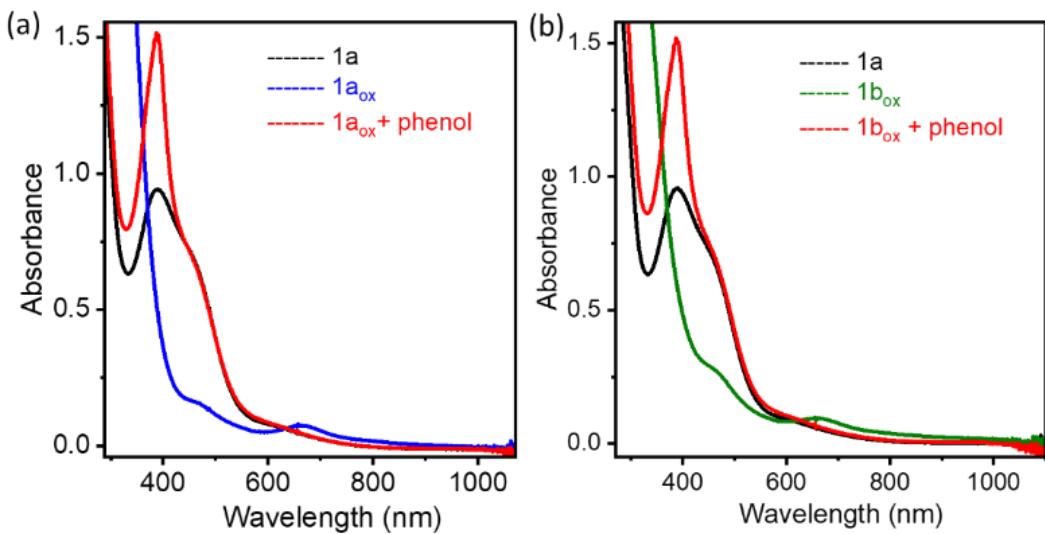
**Fig. S20:** Plots of  $k_{\text{obs}}$  for the **1a<sub>ox</sub>** in CH<sub>3</sub>CN as a function of (a) [p-chlorophenol] and (b) [p-fluorophenol] at 25 °C.



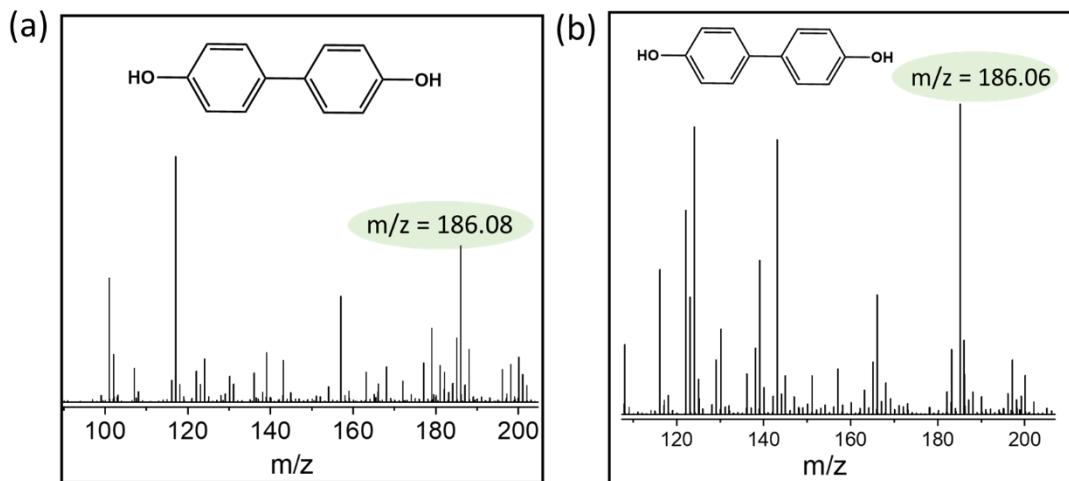
**Fig. S21:** Plots of  $k_{\text{obs}}$  for **1b<sub>ox</sub>** in  $\text{CH}_3\text{CN}$  as a function of (a) [p-chlorophenol], (b) [phenol], and (c) [p-cresol] at 25 °C.



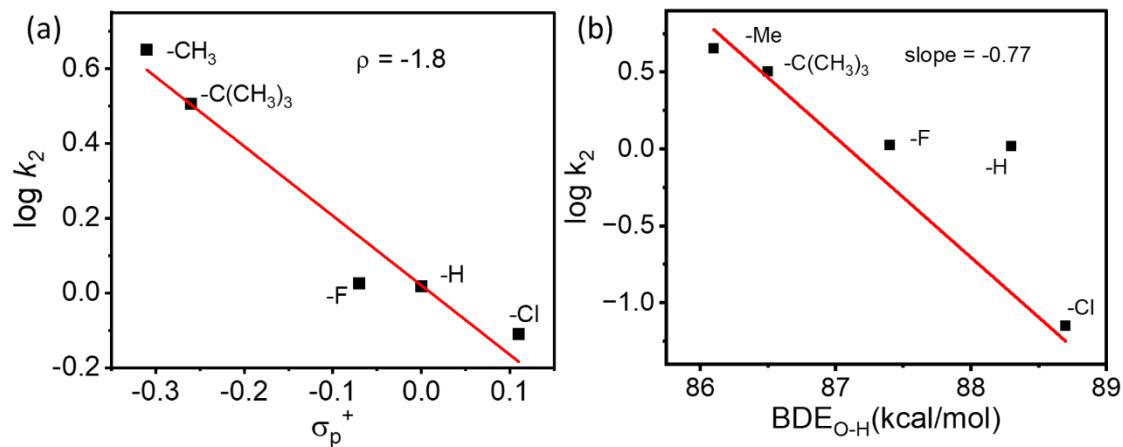
**Fig. S22:** Plots of  $k_{\text{obs}}$  for **1b<sub>ox</sub>** in  $\text{CH}_3\text{CN}$  as a function of (a) [p-fluorophenol] and (b) [p-tertbutylphenol] at 25 °C.



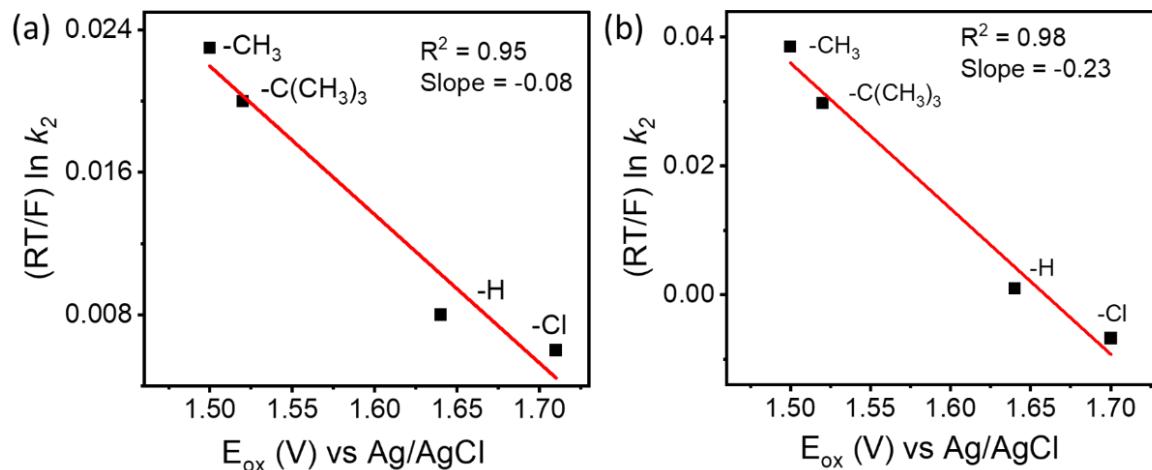
**Fig. S23:** UV-vis absorption spectra of (a) **1a<sub>ox</sub>** and (b) **1b<sub>ox</sub>** upon reaction with 40 eq. of phenol in CH<sub>3</sub>CN at room temperature. Condition to generate **1b<sub>ox</sub>**: 0.125 mM **1a** + 1 eq. of CAN + 1 eq. of <sup>7</sup>Bu<sub>4</sub>NOH in CH<sub>3</sub>CN at 25 °C. Condition to generate **1a<sub>ox</sub>**: 0.125 mM **1a** + 1 eq. of CAN in CH<sub>3</sub>CN at 25 °C.



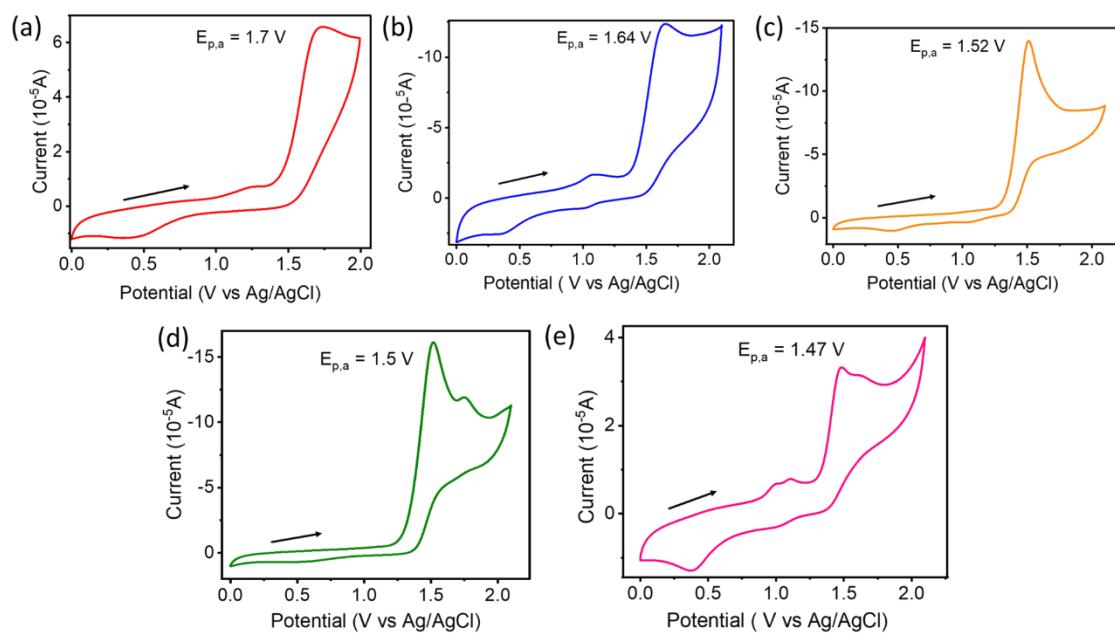
**Fig. S24:** Product analysis of reaction of (a) **1a<sub>ox</sub>** and (b) **1b<sub>ox</sub>** with 40 eq. of phenol by ESI-MS. Conditions to generate **1a<sub>ox</sub>**: 2.0 mM **1a** in CH<sub>3</sub>CN + 1 eq. CAN in CH<sub>3</sub>CN at room temperature. Conditions to generate **1b<sub>ox</sub>**: 2.0 mM **1a** in CH<sub>3</sub>CN + 1 eq. CAN + 1 eq. <sup>7</sup>Bu<sub>4</sub>NOH in CH<sub>3</sub>CN at room temperature.



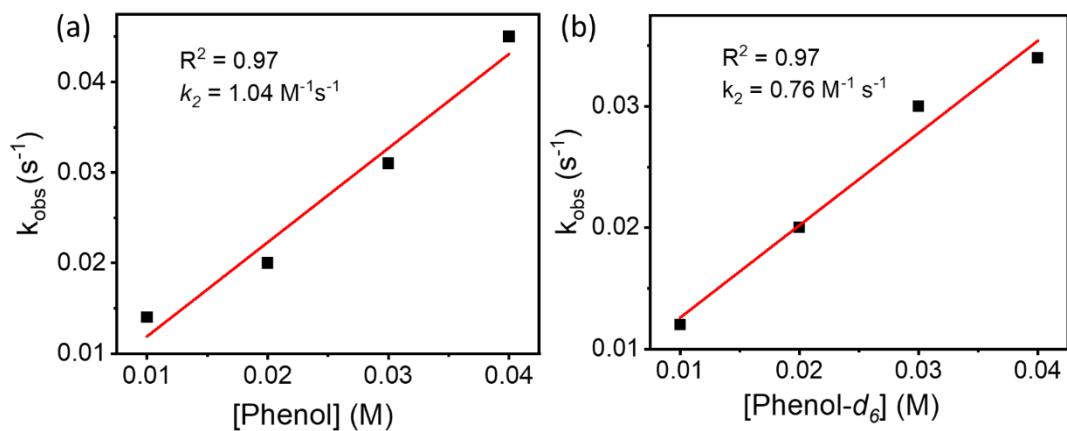
**Fig. S25:** (a) Hammett plot and (b) BDE plot of  $\log k_2$  vs.  $\text{BDE}_{\text{O-H}}$  of the para-X-substituted phenol derivatives for the reaction of **1a<sub>ox</sub>**.



**Fig. S26:** A plot of  $(RT/F)\ln k_2$  vs.  $E_{\text{ox}}$  (vs. Ag/AgCl) (a) **1b<sub>ox</sub>** and (b) **1a<sub>ox</sub>** of para-x-substituted phenol derivatives. Note:  $E_{\text{ox}}$  values of various phenol derivatives were measured by performing CV of them in acetonitrile at room temperature.



**Fig. S27:** (a) Cyclic voltammograms of (a)  $p$ -Cl-phenol, (b) phenol, (c)  $p$ -tertbutyl-phenol, (d)  $p$ -Me-phenol, and (e)  $p$ -F-phenol in  $\text{CH}_3\text{CN}$  at room temperature at a scan rate of 100 mV/s.



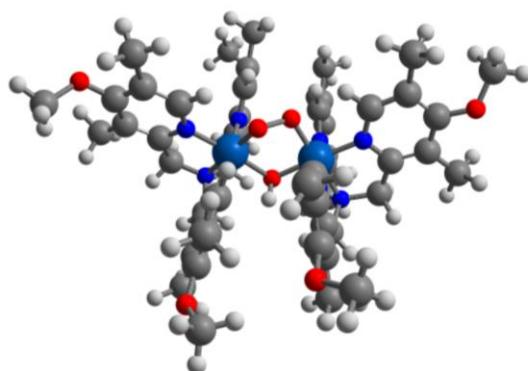
**Fig. S28:** Plots of  $k_{\text{obs}}$  as a function of the concentration of (a) phenol and (b) phenol- $d_6$  for the reaction of **1a<sub>ox</sub>**.

**Appendix, DFT Optimized coordinates of **1a**, **1b** and **1b<sub>ox</sub>** using the BP86 exchange-correlation functional<sup>7</sup> in combination with the triple zeta valence polarization functions (def2-TZVP),<sup>9</sup> and the atom-pairwise dispersion correction with the Becke-Johnson damping scheme (D3BJ).<sup>10,11</sup>**

**Table S4.** Summary of the bond distances of calculated Co-based complexes **1a** and **1b<sub>ox</sub>**. Bond distances are in Å.

Complexes	Calculated Bond Distances (Å)
<b>1a</b>	Co <sub>1</sub> -N: 1.91788, 1.90676, 2.00868, 1.92687 Co <sub>1</sub> -O: 1.86864, 1.95871, 2.69591 Co <sub>2</sub> -N: 1.92535, 1.90751, 2.00970, 1.91745 Co <sub>2</sub> -O: 1.87135, 1.95033, 2.71389 Co-Co: 3.26981  <b>Co-N/O(6, avg): 1.93</b>
<b>1b<sub>ox</sub></b>	Co <sub>1</sub> -N: 1.93087, 1.94433, 2.00952, 1.93774 Co <sub>1</sub> -O : 1.79747, 1.86796, 2.67356 Co <sub>2</sub> -N: 1.92773, 1.94610, 2.01140, 1.93330 Co <sub>2</sub> -O: 1.80087, 1.86530, 2.67846 Co-Co: 3.07983 <b>Co-N/O(6, avg): 1.91</b>
<b>1a<sub>ox</sub></b>	Co <sub>1</sub> -N: 1.93692, 1.91931, 1,97620, 1,94468 Co <sub>1</sub> -O : 1.84903, 1.94147, 2.79207 Co <sub>2</sub> -N: 1.93138, 1.91376, 1.93672, 1.96767 Co <sub>2</sub> -O: 1.84679, 1.95599, 2.76352 Co-Co: 3.27781 <b>Co-N/O(6, avg): 1.93</b>

**1a**



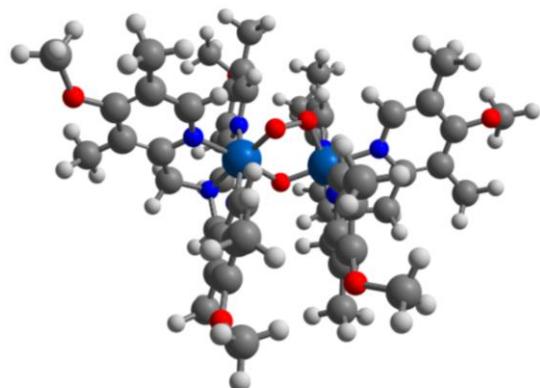
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8	3.233452000	8.265548000	14.582087000

8	2.252838000	14.061570000	9.829186000
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8	-1.477723000	11.742118000	11.489376000
8	8.801224000	5.587512000	14.929720000
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7	2.069275000	6.822941000	11.173138000
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7	1.322326000	6.442428000	13.723847000
7	3.896249000	6.124326000	12.922152000
7	4.021966000	11.318096000	12.324526000
7	5.848208000	11.190494000	14.317174000
6	2.304165000	12.990635000	12.049264000
6	2.770654000	13.212355000	10.729890000
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1	0.228193000	13.611971000	12.315288000
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6	1.532269000	7.977024000	10.395252000
1	0.827541000	7.639829000	9.619402000
1	2.373382000	8.446472000	9.862444000
6	3.317600000	6.249172000	10.588535000
1	3.893831000	7.084253000	10.169197000
1	3.081567000	5.549729000	9.774085000
6	5.403589000	11.646048000	15.504222000
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1	7.844055000	8.778816000	11.132089000
1	6.139373000	8.256250000	11.036312000
8	7.912090000	14.101272000	16.370223000
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6	1.028702000	6.412714000	15.034408000
1	1.616901000	7.088229000	15.656967000

6	4.440251000	12.852968000	8.879989000
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1	5.332807000	12.278671000	8.612148000
1	4.675161000	13.922721000	8.786908000
6	2.968804000	12.009656000	12.782438000
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6	4.476237000	5.575309000	13.994041000
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6	8.813916000	6.513649000	12.237223000
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1	9.396007000	5.676604000	12.633975000
1	9.522179000	7.269924000	11.865853000
6	7.111075000	6.700863000	17.043583000
1	7.807337000	7.314082000	17.635759000
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1	-1.078258000	10.920202000	9.298246000
1	-0.967347000	9.162178000	9.090964000
6	-1.167362000	3.937324000	12.366994000
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1	-0.813300000	3.994390000	11.332392000
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1	-1.183935000	12.421011000	13.983931000
1	-1.819719000	10.945446000	14.727646000
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6	5.810991000	3.887759000	15.238034000
1	5.558738000	2.820151000	15.286603000
1	5.295017000	4.382494000	16.069862000
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1	0.699043000	15.288832000	10.557706000

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6	7.745782000	12.664594000	14.425702000
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1	-2.530476000	2.483116000	16.117412000
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1	10.641543000	6.586612000	15.077995000
1	10.510491000	4.978824000	15.868741000
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6	5.327521000	3.970401000	10.148715000
1	6.409613000	3.998887000	9.959278000
1	4.825280000	4.500849000	9.333547000
1	5.041561000	2.909541000	10.103359000
6	9.073839000	13.100291000	13.870767000
1	9.617002000	12.257271000	13.422809000
1	9.704678000	13.511541000	14.667233000
1	8.969571000	13.871930000	13.091937000
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1	7.250203000	1.952399000	13.998389000
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1	8.710939000	15.971727000	16.501668000
1	7.061472000	15.924225000	15.793583000
1	3.444512000	9.333767000	11.583464000

**1b<sub>ox</sub>**



27	4.861030000	9.827303000	13.336914000
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27	2.707693000	7.643985000	13.051185000
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8	3.565391000	9.599979000	14.659408000
8	3.206352000	8.259143000	14.742991000
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7	6.105384000	8.519803000	14.013784000
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7	1.330935000	6.436422000	13.704449000
7	3.932436000	6.142489000	13.032922000
7	3.925583000	11.237480000	12.402036000
7	5.845438000	11.204526000	14.296863000
6	2.227380000	12.930755000	12.171253000
6	2.582725000	13.058199000	10.805469000
6	3.680703000	12.314695000	10.280263000
6	6.963069000	8.055176000	13.077446000
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6	6.184515000	8.098312000	15.283412000
1	5.442884000	8.510717000	15.966247000
6	1.226028000	13.779306000	12.911816000
1	1.480164000	14.845464000	12.844057000
1	1.237354000	13.510165000	13.975032000
1	0.200997000	13.653276000	12.544528000
6	-0.292145000	10.605795000	13.367998000
6	0.682191000	5.720174000	12.759728000
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6	1.814844000	8.236691000	10.493244000
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1	2.743647000	8.746517000	10.202724000
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1	4.069160000	7.166144000	10.289875000
1	3.198133000	5.682090000	9.847356000
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6	7.980625000	6.625953000	14.713971000
6	0.124917000	10.097351000	11.000671000
6	5.485376000	10.540521000	10.694017000
1	5.088013000	9.656707000	10.177095000
1	6.159875000	11.057739000	9.996989000
6	0.689989000	9.666810000	13.677029000
1	0.999490000	9.476752000	14.704033000
6	6.791135000	8.680579000	11.717021000
1	7.732803000	8.694390000	11.147616000

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6	4.066443000	12.517491000	8.842292000
1	3.204078000	12.341602000	8.184043000
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1	4.374361000	13.557697000	8.662762000
6	2.930922000	11.974591000	12.903484000
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### 1b

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