



## Experimental

### Materials

Ni foam (thickness: 1.6 mm), red phosphorous powder (P, AR, 98.5%, Aladdin), cobalt (II) nitrate hexahydrate ( $\text{Co}(\text{NO}_3)_2 \cdot 6\text{H}_2\text{O}$ , 99.99%, Aladdin), iron (III) nitrate nonahydrate ( $\text{Fe}(\text{NO}_3)_3 \cdot 9\text{H}_2\text{O}$ , 99.99%, Aladdin), potassium hydroxide (KOH, 50% w/v, Aladdin), graphite rod (diameter: 6 mm, length: 90 mm), and Pt wire (diameter: 0.5 mm, length: 30 mm, CH Instrument) were used. Deionized water (resistivity: 18.2 M $\Omega$  cm) and sea water (Dongtou District, Zhejiang Province, China) were used for all of the aqueous solutions.

### Characterization

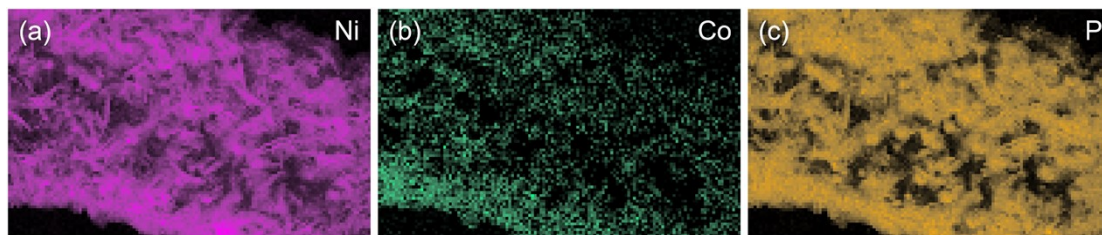
X-ray diffraction (XRD, MiniFlex600, Regaku), X-ray photoelectron spectroscopy (XPS, Thermo Scientific K-Alpha), scanning electron microscopy (SEM, Phenompharos, Phenom) coupled with energy-dispersive X-ray spectroscopy (EDS), and transmission electron microscopy (TEM, FEI TalosF200x) coupled with EDS were employed.

### Electrochemical measurements

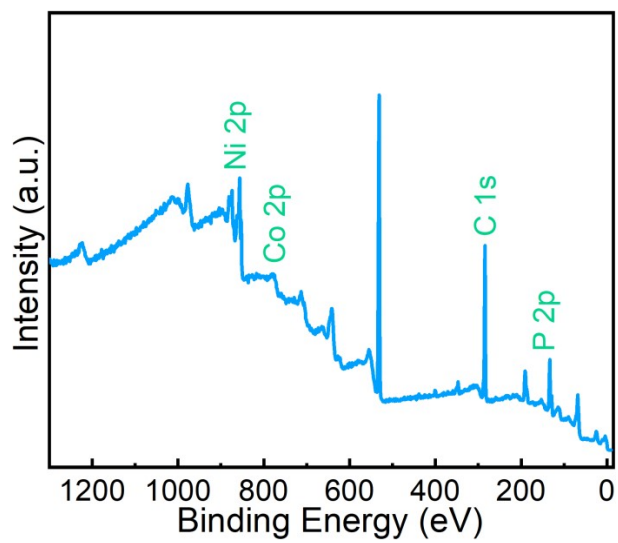
All electrochemical performance parameters were tested in alkaline seawater (1 M KOH) using a three-electrode electrochemical station. The alkaline seawater (1 M KOH) is the mixture of 26.2 mL 50% w/v KOH solution and 473.8 mL seawater. Graphite rod and a Hg/HgO electrode served as the counter electrode and the reference electrode, respectively. All potentials were converted to a reversible

hydrogen electrode (RHE) by the Nernst equation ( $E_{\text{RHE}} = E_{\text{Hg/HgO}} + 0.0591 \text{ pH} + 0.098$ ) and all measurements were conducted with iR compensation. The polarization curves were tested by sweeping the potential from 0.065 to -0.325 V vs. RHE at a rate of  $2 \text{ mV s}^{-1}$ . The cyclic voltammetry (CV) curves were conducted from 1.025 to 1.125 V vs. RHE at different rates. Electrochemical impedance spectroscopy (EIS) was performed at -150 mV vs. RHE from 100 KHz to 10 mHz with an amplitude of 10 mV.

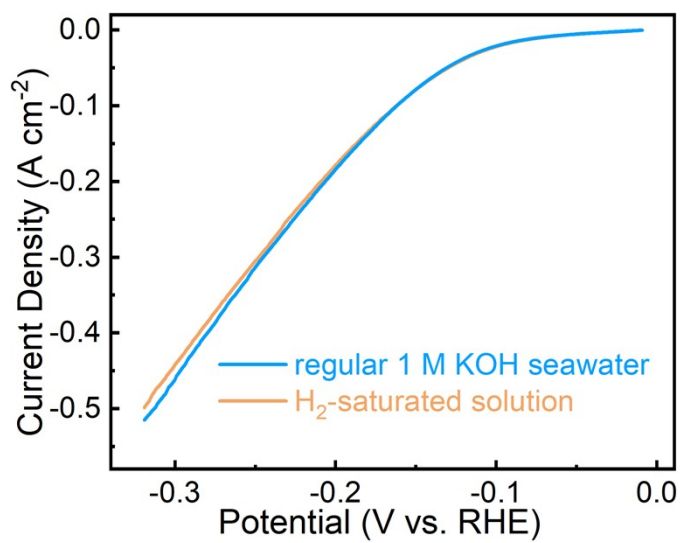
## Supplementary Figures



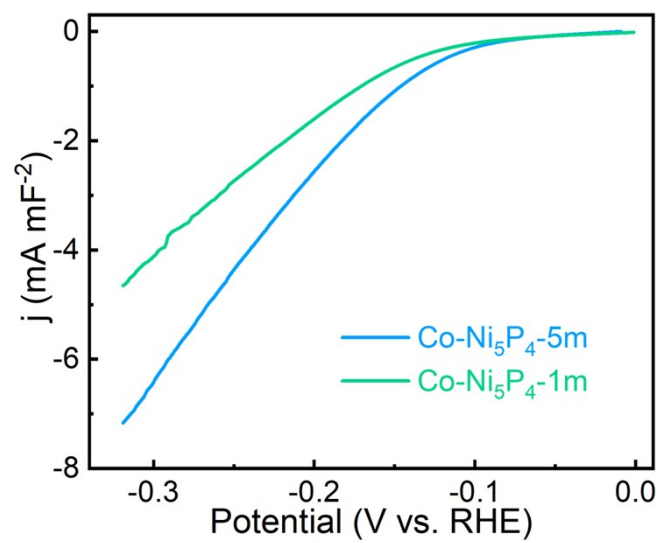
**Figure S1.** EDS mapping images of Ni foam from SEM.



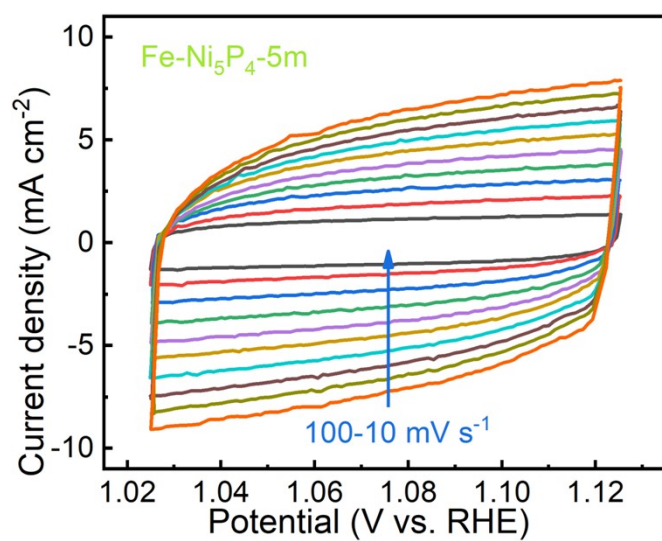
**Figure S2.** XPS spectrum of Co-Ni<sub>5</sub>P<sub>4</sub>-5m.



**Figure S3.** LSV curves of Co-Ni<sub>5</sub>P<sub>4</sub>-5m in H<sub>2</sub>-saturated solution and regular 1 M KOH seawater solution.

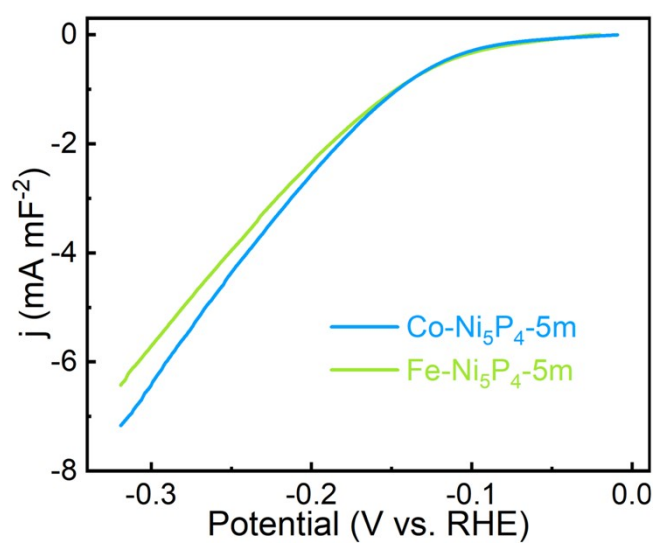


**Figure S4.** ECSA normalized LSV curves of Co-Ni<sub>5</sub>P<sub>4</sub>-5m and Co-Ni<sub>5</sub>P<sub>4</sub>-1m.

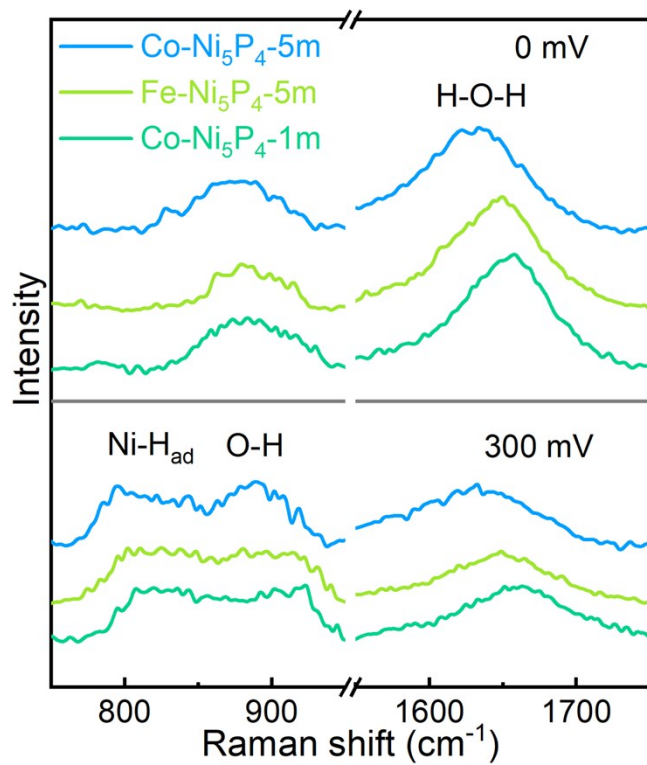


**Figure S5.** CV curves recorded for Fe-Ni<sub>5</sub>P<sub>4</sub>-5m electrodes over the potential range between 0.045 and -0.055 V vs. RHE at different rates in 1 M KOH seawater.

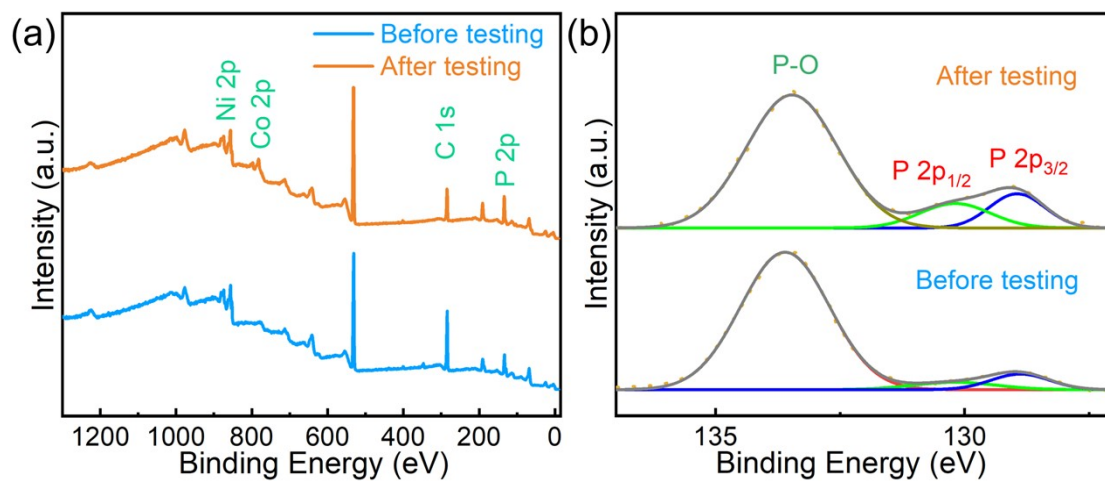




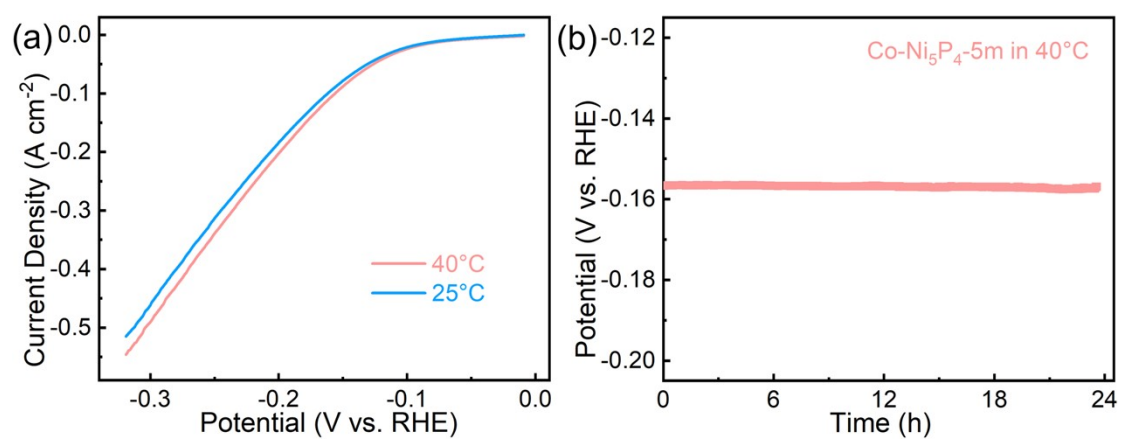
**Figure S6.** ECSA normalized LSV curves of Co-Ni<sub>5</sub>P<sub>4</sub>-5m and Fe-Ni<sub>5</sub>P<sub>4</sub>-5m.



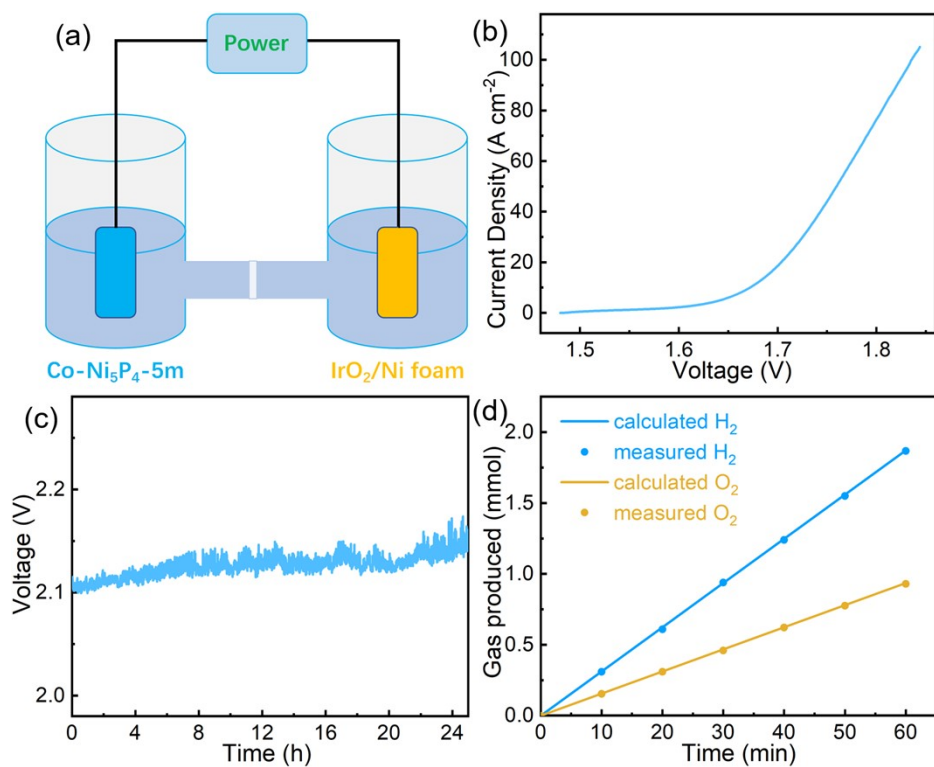
**Figure S7.** In-situ Raman spectra of Co-Ni<sub>5</sub>P<sub>4</sub>-5m, Fe-Ni<sub>5</sub>P<sub>4</sub>-5m and Co-Ni<sub>5</sub>P<sub>4</sub>-1m at the overpotential of 0 and 300 mV.



**Figure S8.** (a) XPS spectra of Co-Ni<sub>5</sub>P<sub>4</sub>-5m and (b) high-resolution XPS spectra of P 2p in Co-Ni<sub>5</sub>P<sub>4</sub>-5m after testing.



**Figure S9.** (a) Polarization curves of Co-Ni<sub>5</sub>P<sub>4</sub>-5m at different temperature. (b) Chronopotentiometry curve at the current density of 100 mA cm<sup>-2</sup> in 40°C electrolyte.



**Figure S10.** (a) The schematic of two-compartment electrochemical cell. (b) Polarization curve for overall water splitting. (c) Chronopotentiometry curve at the current density of 500 mA cm<sup>-2</sup> for overall water splitting. (d) Experimental and theoretical amounts of H<sub>2</sub> and O<sub>2</sub> at the current density of 100 mA cm<sup>-2</sup>.

## Turnover frequency calculations

The turnover frequency (TOF) was calculated by the following formula according to previous reports.<sup>1,2</sup>

$$TOF \text{ per site} = \frac{\# \text{ Total Hydrogen Turnovers/cm}^2 \text{ geometric area}}{\# \text{ Surface Sites /cm}^2 \text{ geometric area}}$$

Here, the total number of hydrogen turnovers is calculated as follows:

$$\begin{aligned} \#_{H_2} &= \left( j \frac{\text{mA}}{\text{cm}^2} \right) \left( \frac{1 \text{ C s}^{-1}}{1000 \text{ mA}} \right) \left( \frac{1 \text{ mol e}^-}{96485.3 \text{ C}} \right) \left( \frac{1 \text{ mol H}_2}{2 \text{ mol e}^-} \right) \left( \frac{6.022 \times 10^{23} \text{ H}_2 \text{ molecules}}{1 \text{ mol H}_2} \right) \\ &\times 10^{15} \frac{\text{H}_2/\text{s}}{\text{cm}^2} \text{ per } \frac{\text{mA}}{\text{cm}^2} \end{aligned}$$

The surface sites are calculated through the following equation:

$$\frac{\# \text{ Surface sites}}{\text{cm}^2 \text{ geometric area}} = \frac{\# \text{ Surface sites (flat standard)}}{\text{cm}^2 \text{ geometric area}} \times \text{Roughness factor}$$

Here, the roughness factor is related to the double-layer capacitance ( $C_{dl}$ ), which we can set as  $40 \mu\text{F cm}^{-2}$  for a flat electrode according to the previous reports, and the corresponding number of surface sites per  $\text{cm}^2$  is known to be  $2 \times 10^{15}$  from the previous reports.<sup>3,4</sup> The surface active sites for Co-Ni<sub>5</sub>P<sub>4</sub>-5m can then be calculated to

$$\text{be } \frac{7.19 \times 10^4}{40} \times 2 \times 10^{15} \text{ surface sites/cm}^2 = 3.60 \times 10^{18} \text{ surface sites/cm}^2.$$

Thus, the TOF for Co-Ni<sub>5</sub>P<sub>4</sub>-5m at the overpotential of 300 mV is calculated as follows:

$$TOF = \left( \frac{3.12 \times 10^{15} \frac{\text{H}_2/\text{s}}{\text{cm}^2}}{\frac{\text{mA}}{\text{cm}^2}} \right) \left( \frac{461.6 \frac{\text{mA}}{\text{cm}^2}}{3.60 \times 10^{18} \text{ surface sites}} \right) = 0.40 \text{ s}^{-1}$$

Similarly, the TOF values for Co-Ni<sub>5</sub>P<sub>4</sub>-1m and Fe-Ni<sub>5</sub>P<sub>4</sub>-5m are calculated as 0.26 and 0.36 s<sup>-1</sup>.

## References

- 1 J. Kibsgaard, C. Tsai, K. Chan, J. D. Benck, J. K. Nørskov, F. Abild-Pedersen and T. F. Jaramillo, *Energy Environ. Sci.*, 2015, **8**, 3022-3029.
- 2 L. Yu, I. K. Mishra, Y. Xie, H. Zhou, J. Sun, J. Zhou, Y. Ni, D. Luo, F. Yu, Y. Yu, S. Chen and Z. Ren, *Nano Energy*, 2018, **53**, 492-500.
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