## Supplemental document



FIG. 1. Schematic illustration of CoPi (with different Co-to-P ratios) and Co<sub>3</sub>O<sub>4</sub> ALD processing.



FIG. 2. Evolution of cyclic voltammograms with increasing number of cycles for the CoPi film with Co-to-P ratio of 1.6 at ph=8. The non-catalytic wave also increases, indicating the progressive activation of  $Co^{2+}$  to  $Co^{3+}$ .



Figure 3: Relationship between the ECSA and the OER current density for ALD CoPi films with different initial Co-to-P ratios, after just one CV cycle (as-dep) and upon activation (act.) of 500 CV cycles, at two different pH values.