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Yu Sun

University of Science and Technology Beijing

Jing Wu

University of Science and Technology Beijing

Zheng Zhang

University of Science and Technology Beijing

Qingliang Liao

University of Science and Technology Beijing

Sucai Zhang

University of Science and Technology Beijing

Xin Wang

University of Science and Technology Beijing

Baishan Liu

University of Science and Technology Beijing

Yunqi Zhao

University of Science and Technology Beijing

Yong Xie

University of Science and Technology Beijing

Kaikai Ma

University of Science and Technology Beijing

Zhuo Kang

University of Science and Technology Beijing

Yue Zhang (✉ yuezhang@ustb.edu.cn)

University of Science and Technology Beijing <https://orcid.org/0000-0002-8213-1420>

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1 **Phase reconfiguration of multivalent nickel sulfides in hydrogen evolution**

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3 Yu Sun^{1,2,3}, Jing Wu^{1,2,3}, Zheng Zhang^{1,2,3}, Qingliang Liao^{1,2}, Suicai Zhang^{1,2}, Xin Wang^{1,2},
4 Baishan Liu^{1,2}, Yunqi Zhao^{1,2}, Yong Xie^{1,2}, Kaikai Ma^{1,2}, Zhuo Kang*^{1,2} and Yue Zhang*^{1,2}

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6 ¹Beijing Advanced Innovation Center for Materials Genome Engineering, Beijing Key
7 Laboratory for Advanced Energy Materials and Technologies, University of Science and
8 Technology Beijing, Beijing 100083, China

9 ²State Key Laboratory for Advanced Metals and Materials, School of Materials Science and
10 Engineering, University of Science and Technology Beijing, Beijing 100083, China

11 ³These authors contributed equally: Yu Sun, Jing Wu, Zheng Zhang.

12 *e-mail: zhuokang@ustb.edu.cn; yuezhang@ustb.edu.cn

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1 **Abstract:** Deciphering the dynamic evolution of catalysts' atomic and electronic structure in
2 operating conditions is pivotal for unraveling the activity origin and improving catalyst design.
3 Earth-abundant transition metal catalysts have shown efficient catalytic efficiency and are
4 attractive due to sustainable and economic considerations. However, the dynamic evolution
5 process during their whole service time remains elusive, which is greatly complicated by the
6 multiple component and valence states as well as the structural complexity of materials. Here
7 in this work, we investigated the atomic-scale evolution of multivalent nickel-based sulfides
8 (from NiS₂ to α-NiS, β-NiS and Ni₃S₄) as model catalysts for hydrogen evolution reaction
9 (HER), via operando Raman and X-ray absorption spectroscopies corroborated by theoretical
10 calculations. Dynamic reconstruction propagating from surface to bulk, mediated by sulphur
11 vacancy, has been demonstrated for these materials, all with the terminated Ni₃S₂ phase on
12 catalyst surface being responsible for subsequent catalysis. Partial Fe substitution prompts such
13 reconfiguration process and hence improves HER performance, which establishes the dynamic
14 working mechanism of widely-adopted doping strategy. We unprecedentedly reveal the
15 dynamic reconstruction with lower valence state tendency of transition metals in the
16 catalytically terminated phase during HER, and the life-time dynamic correlation between
17 structure and activity, providing insights into future catalyst design.

18

19 **Introduction**

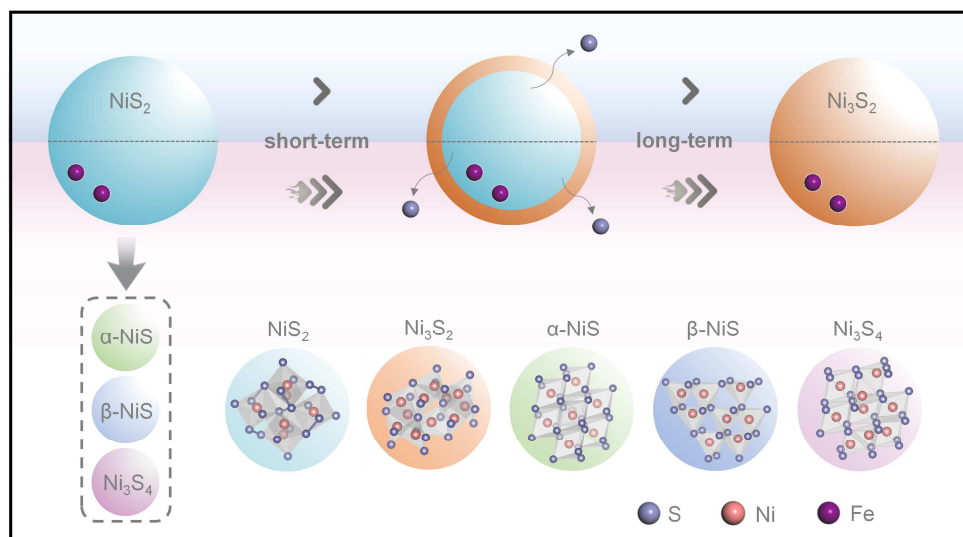
20 Electrochemical water splitting to extract oxygen and hydrogen is expected to play an
21 important role to replace fossil fuels in future sustainable energy supply¹⁻⁴. Earth-abundant
22 multivalent transition metal compounds have shown comparable activities to precious metal

1 based catalysts, and have attracted increasing attention. Recent reports found that they are prone
2 to involve several surface reconstruction process under complex conditions of catalytic
3 reactions, including the crystal plane alternation^{5,6}, atom segregation^{7,8}, ligand dissociation⁹,
4 coordination tailoring^{10,11}, and even the phase transition for bulk structure^{6,12,13}. However, the
5 multiple component and valence state, as well as the structural complexity of these materials
6 greatly complicate the dynamic reconstruction process, inducing the ambiguity about the
7 decisive role of active state in catalytic process. Thus, it is imperative to investigate the reaction
8 process under catalytically relevant conditions via operando characterization technologies to
9 reveal the corresponding evolution law, and bridge the gap between theoretical design and
10 practical application for catalysts.

11 Recently, in terms of water oxidation catalysts, the dynamic reconstruction process has been
12 well documented to transform to the catalytically authentic active state of oxyhydroxides, for
13 layered double hydroxide¹⁴⁻¹⁸, spinel¹⁹ and perovskite²⁰ catalysts. Various engineering strategies
14 have been designed to stimulate such phase transformation process^{21,22} and optimize the
15 surface atomic ordering¹⁵ and electronic structure of resulted catalytic active phase²³, together
16 with unveiling feasible catalytic pathways²⁴, which promote the water oxidation performance.
17 With regard to hydrogen evolution reaction (HER) electrochemical environment, since the
18 preliminarily noted discovery of the reconstructed CoS₂ on amorphous cobalt sulfide catalyst²⁵,
19 the evolution of transition metal based compounds has been recognized to terminate with active
20 structure of zero-valent metal^{26,27} or stoichiometrically varied compound^{28,29}. Nevertheless, the
21 systematic information of catalyst restructuring in whole service life, the evolution law on
22 transition metal's valence state, and the dynamic correlation between space-resolved structure

1 and time-resolved activity, are lacking. In addition, although the doping strategy has been
2 widely adopted, current knowledge of its working mechanism remains on the adjustment of
3 atomic/electronic structure and defect state. Understanding element-doping affected dynamic
4 reconstruction behavior of catalysts, and the establishment of the structure-activity correlation
5 under various doping conditions, would be essential for the accurate design of efficient catalysts.

6 Here, in a class of multivalent nickel sulfides, the phase evolution throughout HER process
7 together with valence state evolution, has been revealed via operando characterization
8 techniques, to establish their life-time dynamic structure-activity correlation (Fig. 1).
9 Specifically, pyrite-type NiS_2 shows a spontaneous surface reconstruction into Ni_3S_2 layer with
10 the diffusion and accumulation of sulphur vacancy (V_S), being responsible for catalysis. The
11 reconstruction and subsequent phase transition initiated from surface further propagate into
12 catalyst bulk during the long-term catalytic service. Moreover, partial Fe substitution improves
13 the structure flexibility of NiS_2 , which grants more sulphur vacancies to removal and lower the
14 applied potential threshold for phase variation. Such phase reconfiguration enables easier
15 activity triggering and hence optimizes HER performance. The dynamic mechanism of doping
16 strategy as well as the dynamic correlation between space-resolved structure and time-resolved
17 activity have been well investigated. We also demonstrate the universality of figured evolution
18 law for other nickel sulfide catalysts like $\alpha\text{-NiS}$, $\beta\text{-NiS}$ and Ni_3S_4 , indicating its potential for
19 expanded multivalent transition metal based catalysts.



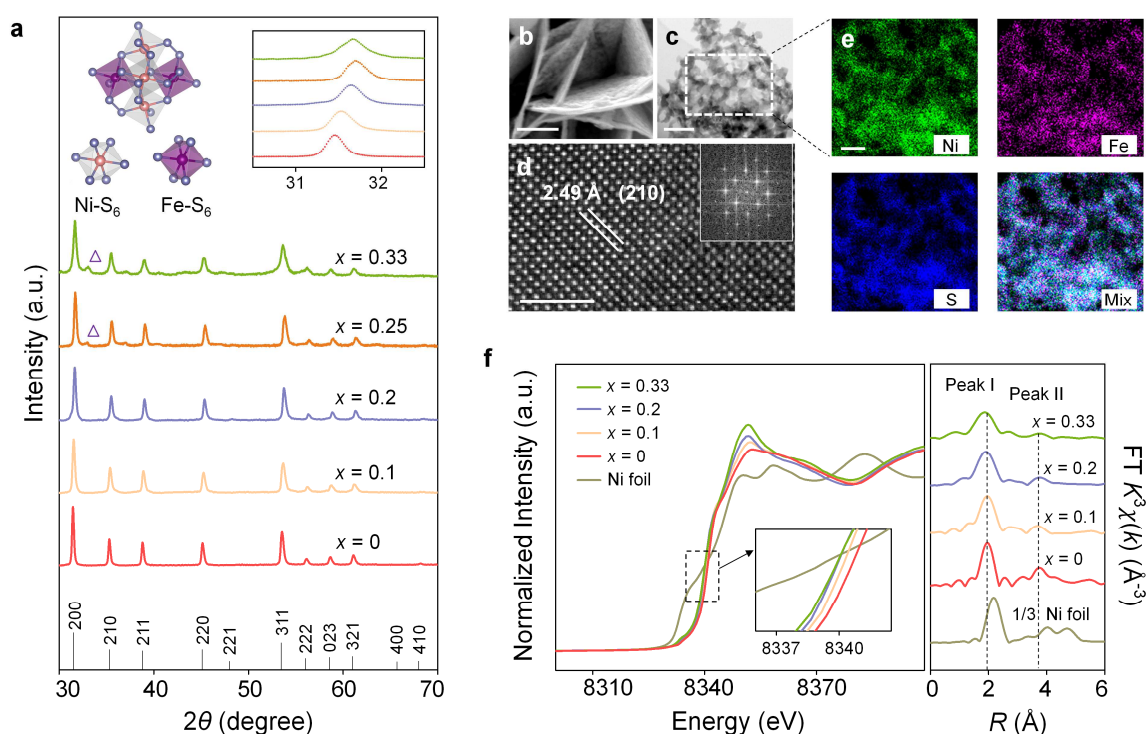
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2 **Fig. 1 | Schematic illustration of dynamic reconstruction of multivalent nickel sulfide HER catalysts.**
3

4 **Results**

5 **Crystal structure characterization.** The pyrite-type NiS_2 were achieved by annealing as-
6 synthesized $\alpha\text{-Ni}(\text{OH})_2$ nanosheets (NSs) (see Supplementary Fig. 1 and Methods for
7 experimental details) with sulphur powder under an argon atmosphere at 400 °C, and the Fe
8 substitution had been well realized with the same method by partially replacing Ni atoms with
9 Fe atoms to form $\text{Ni}_{1-x}\text{Fe}_x(\text{OH})_2$ NSs ($x \approx 0.1\sim 0.33$)^{30,31}. Such Fe substitution induced electronic
10 interaction plays an important role in modulating the electronic environments of the metal Ni
11 centers, potentially promoting the structural flexibility and the corresponding properties. The
12 detailed characterization results, corroborated by theoretical calculations will be discussed in
13 following sections.

14 The crystal structures of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0\sim 0.33$) NSs were characterized by powder X-ray
15 diffraction (XRD). As displayed in Fig. 2a, the diffraction peaks of as-prepared $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$
16 match with that of the standard cubic (Pa-3) pyrite-type materials (JCPDS No. 65-3325).
17 Furthermore, the diffraction peak exhibits a shift to a large angle with increasing Fe substitution
18 amount (inset in Fig. 2a), which is ascribed to changes in lattice parameters induced by ionic

1 radius differential between Fe and Ni cations and suggests a solid solution property. Notably,
 2 when $x \geq 0.25$, the diffraction peak appears no more shift, being attributed to the segregation of
 3 FeS_2 (Supplementary Fig. 2). In scanning electron microscopy (SEM) and transmission electron
 4 microscopy (TEM) images (Figs. 2b, c and Supplementary Fig. 3), close-up inspection of
 5 $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ NSs reveals nanosheets structures whose thickness-uniformly distribute between 10
 6 and 20 nm. Also, the high-resolution TEM (HRTEM) image (Fig. 2d) displays clear lattice
 7 fringes with an interplanar spacing of 2.49 Å, indexed to the (210) plane of $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ NSs,
 8 which has been supported by the single-crystal-like diffraction spots from the selected-area
 9 electron diffraction pattern (inset in Fig. 2d). Meanwhile, energy dispersive X-ray spectrum
 10 (EDS) elemental mappings of $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ NSs provide direct-viewing evidence for the uniform
 11 distribution of Ni, Fe and S elements in as prepared nickel sulfides (Fig. 2e).



12
 13 **Fig. 2 | Structural characterizations of as-prepared $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ catalysts.** a, Powder XRD patterns of
 14 synthesized $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0\sim 0.33$) samples. Inset, schematics of the composition of Fe substituted nickel
 15 disulfides and the magnified XRD patterns in the range between 30 and 33. The triangle symbols represent
 16 diffraction peak of FeS_2 structure. b, Top-view SEM image of the $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$. Scale bar, 1 μm . c, TEM image

1 of Ni_{0.8}Fe_{0.2}S₂. Scale bar, 100 nm. **d**, High-resolution TEM image of Ni_{0.8}Fe_{0.2}S₂. Scale bar, 2 nm. The fast
2 Fourier transform is shown in the inset of (**d**) confirms the crystalline nature of the bulk material. **e**, The
3 corresponding EDS elemental mappings of Ni, Fe, S and the mixed elemental mapping. Scale bar, 50 nm. **f**,
4 Normalized Ni K-edge XANES analysis (left axis) of Ni_{1-x}Fe_xS₂ samples with Ni foil as reference, as well as
5 the corresponding k^3 -weighted Fourier transform (FT) Ni K-edge EXAFS spectra (right axis). Inset,
6 Magnified pre-edge XANES region. Peaks I and II in the FT-EXAFS plots are assigned to Ni-S and Ni-Ni
7 radial distances, respectively.

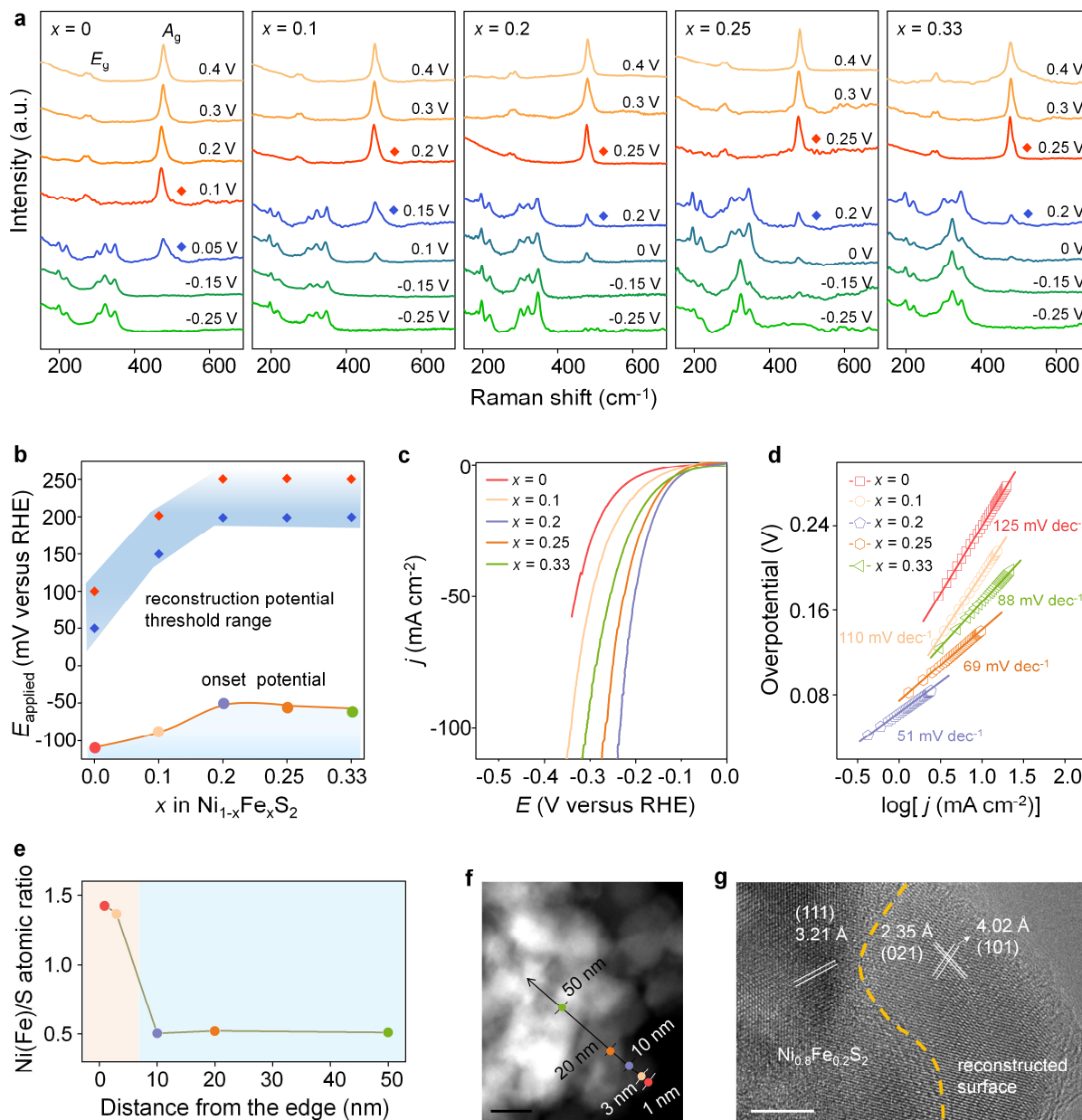
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9 To gain insight into the local electronic and coordination environment of Ni_{1-x}Fe_xS₂ ($x \approx$
10 $0 \sim 0.33$) NSs, we performed X-ray absorption fine structure (XAFS) measurements at the nickel
11 K edge. X-ray absorption near-edge structure (XANES) results present the Ni absorption-edge
12 shifts to the lower-energy side as the substituted Fe concentration increasing, implying a
13 decrease of Ni valence state in different components (Fig. 2f left axis inset). The K-edge
14 position is determined by the method as described in the references³²⁻³⁴, and details about edge
15 positions and nominal valence states of Ni and Fe are shown in Supplementary Fig. 4 and
16 Supplementary Table 1. The nominal Ni valence states are supported by the K-edge absorption
17 positions with the calibration of Ni Foil and Ni₂O₃, which are in line with the facts of Ni 2p_{3/2}
18 X-ray photoelectron spectroscopy (XPS) peaks shifting to lower binding energies in Ni_{1-x}Fe_xS₂
19 (Supplementary Fig. 5 and Supplementary Table 2). Besides, Fe substitution in NiS₂ also alters
20 the local coordination environment of Ni. As observed from a different perspective in the
21 Fourier transform (FT) Ni K-edge extended X-ray fine structure (EXAFS) analysis in Fig. 2f
22 (right axis), two separate peaks (peaks I and II) at ~ 1.9 and 3.5 \AA are assigned to the features
23 of Ni-S and Ni-Ni bonds. For pyrite-type NiS₂, the unit cell consists of octahedral polyhedron
24 of center nickel atom with six sulphur atoms coordinated (Ni-S₆) motifs. As observed with Ni
25 K-edge EXAFS (Fig. 2f right axis), the first-shell peak I is weakened by Fe substitution,
26 suggesting a lower nickel-sulfide coordination number (CN), more sulphur vacancies, as well

1 as the increased lattice disorder. These results have also been verified by the least-square
2 EXAFS curve-fitting analysis for the first coordination shell of Ni. Specifically, the fitting
3 results of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0\sim 0.33$) NSs illustrate that Fe substitution reduces the average CN by
4 ~ 0.6 and the Ni-S bond distance by ~ 0.4 for $\text{Ni}_{0.67}\text{Fe}_{0.33}\text{S}_2$ (Supplementary Fig. 6 and
5 Supplementary Table 3). Such an effect, indicating an increase in sulphur vacancy, is consistent
6 with the lattice disorder and decreased nickel valence state for Fe doped NiS_2 .

7
8 **Phase reconfiguration and dynamic structure-activity correlation.** Nickel sulfides were
9 then investigated by in-situ electrochemical Raman spectroscopy³⁵⁻³⁷ to gain an in-depth
10 understanding on the dynamic reconstruction process of surface structures during HER process.
11 According to Raman peaks of pristine pyrite-type NiS_2 and heazlewoodite-type Ni_3S_2 from
12 Supplementary Fig. 7 and Supplementary Table 4, the corresponding characteristic peaks in Fig.
13 3a have been identified³⁸⁻⁴⁰. For the in-situ Raman measurement of NiS_2 ($x = 0$), as the applied
14 potential increases cathodically from 0.4 to -0.25 V (more negative versus the reversible
15 hydrogen electrode, vs. RHE), the characteristic peaks assigned to NiS_2 gradually decay till
16 disappear along with the emerging and progressive growth of Ni_3S_2 peaks. This is interpreted
17 that NiS_2 undergoes a spontaneous phase evolution process whose reconstruction potential
18 threshold locates between 0.1 to 0.05 V (vs. RHE). One observation of note is the continuous
19 redshift of A_g and E_g peaks of NiS_2 with applied potentials varied from 0.4 to 0.1 V vs. RHE
20 (Supplementary Fig. 8 and Supplementary Table 5). Such phenomenon suggests the softening
21 of S-S bonds, which could be attributed to the generation and the subsequent accumulation of
22 sulphur vacancy before the above mentioned activation of qualitative surface reconstruction⁴¹.

1 In term of a series of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ samples ($x = 0.1, 0.2, 0.25, 0.33$), the similar quantitative change
2 of sulphur vacancy accumulation and the following qualitative change of phase transition
3 processes have been well illustrated (Fig. 3a). Also, the quantitative changing rate and the
4 qualitative changing threshold accordingly vary with the Fe doping amount. That is to say, with
5 the incremental Fe doping in Fig. 3b, the reconstruction potential threshold range gradually
6 moves to the positive direction. However, it basically remains unchanged between 0.25~0.2 V
7 (vs. RHE) when $x > 0.2$, indicating the dominated position of the low Fe substitution levels
8 towards the reconstruction potential threshold of nickel sulfides.



1
2 **Fig. 3 | In-situ investigation of dynamic surface reconstruction process and HER performances of**
3 **catalysts. a**, In-situ Raman spectra of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0\sim 0.33$) samples at the potentials of $0.4\sim 0.25$ V versus
4 reversible hydrogen electrode (vs. RHE) in 1M KOH. **b**, The surface reconstruction potential threshold range
5 for $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0\sim 0.33$) samples, and the corresponding onset potentials of hydrogen evolution are plotted
6 to show the dynamic correlation of structure-activity. The red diamond dots represent the final potential of
7 existence for Raman peaks of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ structures, and the blue diamond dots stand for the potential of
8 emerging of Ni_3S_2 Raman peaks. **c**, HER polarization curves of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ catalysts on carbon fiber paper in
9 N_2 -saturated 1M KOH at a scan rate of 5 mV s^{-1} , **d**, Corresponding HER Tafel plots derived from the
10 polarization curves. **e**, **f**, Elemental composition of post-electrolysis $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ determined from EDS at a
11 series of spots along a line from the crystallite edge to the bulk reveals the variation in Ni(Fe):S composition
12 across the crystallite, the marked points in (f) denote the scanning distance along the pathway in nm. **g**,
13 HRTEM image of post-electrolysis $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$. The scale bars are 20 nm in (f), 5 nm in (g).

14

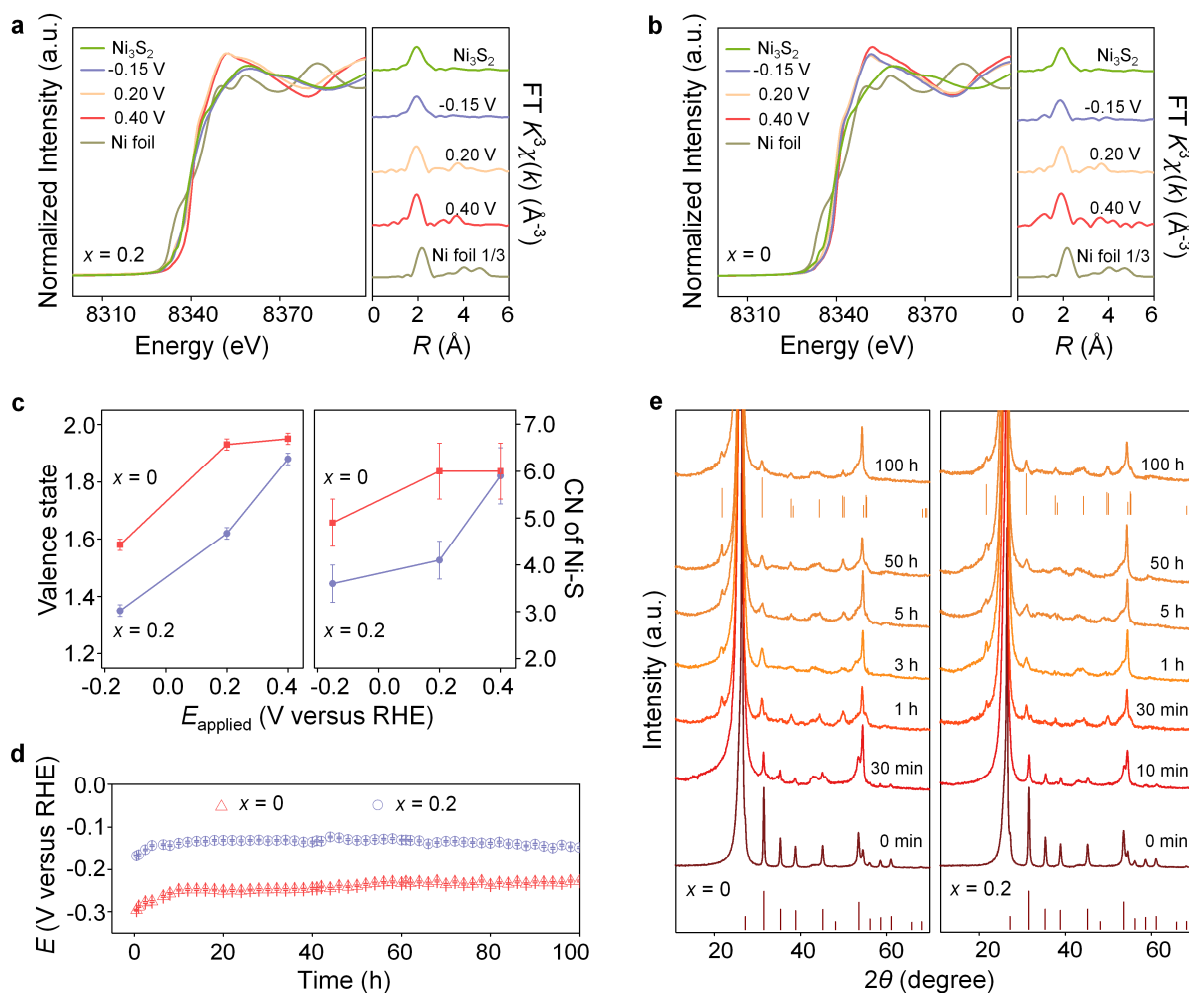
1 The electrochemical HER activity of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ NSs have been systematically investigated
2 under alkaline conditions (for detail see Methods). The steady-state linear sweep voltammetry
3 (LSV) in N_2 -saturated 1 M KOH, as shown in Fig. 3c, demonstrates that NiS_2 exhibits an
4 overpotential of 233 mV at the current density of 10 mA cm^{-2} . As the Fe doping amount x
5 increases before reaching 0.2, the corresponding overpotential @ 10 mA cm^{-2} continues to
6 decrease to 122 mV, and then it bounces back beyond 0.2 (Supplementary Fig. 9a). The Tafel
7 slope, as a pivotal kinetic parameter, is usually used to investigate the rate determining step of
8 an electrochemical process. Here, compared with 125 mV dec^{-1} for NiS_2 , $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ ($x = 0.2$)
9 performs superior properties over other Fe-doped catalysts, with the Tafel slope as low as 51
10 mV dec^{-1} , as shown in Fig. 3d, suggesting the Volmer–Heyrovsky mechanism as the HER
11 pathway^{42,43}. The activity differential of nickel sulfides is in accordance with the
12 electrochemical impedance spectroscopy results and the double-layer capacitance plot data. As
13 shown in Supplementary Fig. 9b, Nyquist plots are fitted to a simplified Randles equivalent
14 circuit model⁴⁴, and the charge-transfer resistance (R_{ct}) of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ measured at 200 mV
15 overpotential decline considerably in comparison with that of NiS_2 (R_{ct} is 14Ω), and $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$
16 shows the smallest R_{ct} value of 6.5Ω . These results demonstrate that an appropriate Fe doping
17 concentration extraordinarily promotes the charge transfer, thus both improving the reaction
18 efficiency and propelling efficient electrical integration to reduce parasitical ohmic loss. The
19 double-layer capacitance (C_{dl}) scales roughly with the effective electrochemically active
20 surface area⁴⁵, and its value can be estimated from the slope of the linear relationship between
21 the half capacitive current density ($(j_{\text{anodic}} - j_{\text{cathodic}})/2$) at the middle of the applied potential
22 range and the scan rates in Supplementary Fig. 10. Significantly, our results reveal a

1 considerably larger C_{dl} of $Ni_{0.8}Fe_{0.2}S_2$ (67 mF cm^{-2}) compared with NiS_2 (4 mF cm^{-2}),
2 suggesting more accessible active sites created on $Ni_{0.8}Fe_{0.2}S_2$ catalyst.

3 According to the LSV curve of the catalytic performance measurement, the relationship
4 between the HER onset potentials (@ 0.5 mA cm^{-2}) and the Fe doping amount has also been
5 plotted in Fig. 3b. The exhibited synchronous trend between reconstruction potential threshold
6 range and onset potential when $x \leq 0.2$ implicates the close correlation concerning
7 reconstruction initiate and HER activation, further implicating the resulted Ni_3S_2 phase at the
8 surface should be responsible for the HER activity. Specifically, the reconstruction potential
9 threshold of $Ni_{0.8}Fe_{0.2}S_2$ locates between $0.25 \sim 0.2 \text{ V}$ (vs. RHE) while it moves into the range
10 between $0.1 \sim 0.05 \text{ V}$ (vs. RHE) for pristine NiS_2 . Such shift apparently verifies that appropriate
11 Fe substitution is beneficial for reducing necessary energy consumption to ignite the phase
12 reconfiguration process. It is attributed to the varied sulphur vacancy concentration in as-
13 prepared $Ni_{1-x}Fe_xS_2$ catalysts, indicated from XAFS results in Fig. 2f. When with Fe substitution
14 in NiS_2 structures, more sulphur vacancies grant the facile removal of the sulphur atoms from
15 the surface, and at the same time enable the interdiffusion of the component atoms under
16 working conditions¹³. Correspondingly, the onset potential of $Ni_{0.8}Fe_{0.2}S_2$ declines by about 50
17 mV as comparison with NiS_2 . The cyclic voltammetry (CV) curves in Supplementary Fig. 11
18 also suggest consistent results. The reduction peak in the first cycle appears at $\sim 0.1 \text{ V}$ (vs. RHE)
19 for $Ni_{0.8}Fe_{0.2}S_2$, while an obvious negative peak shift is observed for NiS_2 ($\sim 0.0 \text{ V}$ vs. RHE),
20 which suggest that Fe substitution facilitates the pre-reduction of Ni as well as subsequent
21 surface reconstruction initiate.

22 In addition, the irreversible morphology change on catalyst surface during HER

1 measurement was monitored (Figs. 3 e, f, g and Supplementary Fig. 12). The catalysts sprayed
 2 on Cu grids, which were attached to Au electrode with conductive carbon tape, have been
 3 polarized in N₂ saturated 0.01 M NaPi electrolyte (sodium phosphate, pH 7.2) at -0.45 V (vs.
 4 RHE) for 2 h. EDS results display that the Ni(Fe):S atomic ratio is 1.43:1.0 at the edge of the
 5 nanosheet, and this ratio rapidly increases to 1.0:2.0 as the scan proceeds to the interior,
 6 reflecting the bulk stoichiometry. Also, the 5 nm thick reconstructed phase shell, indexed to the
 7 (101) and (021) planes of Ni₃S₂, were observed on the surface of bulk Ni_{0.8}Fe_{0.2}S₂ catalyst.
 8 These visualization results again support the undergoing reconstruction of pre-catalyst.



9
 10 **Fig. 4 | Operando XAFS spectra and long-term operation characterization of catalysts.** a, b, Normalized
 11 operando Ni K-edge XANES analysis (left axis) at 0.40, 0.20, and -0.15 V (vs. RHE) with Ni Foil and
 12 standard Ni₃S₂ powder (Alfa Aesar) as reference, as well as the corresponding operando FT k^3 -weighted Ni

1 K-edge EXAFS (right axis): Ni_{0.8}Fe_{0.2}S₂ (**a**) and NiS₂ (**b**). **c**, Left axis, the fitted average valence states of
2 nickel element from XANES spectra for NiS₂ and Ni_{0.8}Fe_{0.2}S₂. Error bars represent the standard deviation
3 from at least three independent measurements. The right axis show the changes of coordination number (CN)
4 for Ni-S corresponding to the applied potentials. **d**, Chronopotentiometric curves obtained with Ni_{0.8}Fe_{0.2}S₂
5 and NiS₂ at constant current density of 10 mA cm⁻². **e**, XRD patterns of catalysts after the operation of HER
6 instantly at 10 mA cm⁻² during 100 h. The 2θ peaks of ~26.5° and 54.5° stand for the carbon fiber paper
7 substrates.

8

9 Thereafter, attention was directed to the dynamic evolution of electronic structure and local
10 coordination environment via operando XAFS for as-prepared nickel sulfides during the
11 practical electrochemical reaction. Figs. 4a, b illustrate the operando XANES and the FT-
12 EXAFS spectra in *R*-space of Ni_{0.8}Fe_{0.2}S₂ and NiS₂ recorded at 0.4 V, 0.2 V and -0.15 V (vs.
13 RHE). Note that in left axis of Figs. 4a and b, absorption K-edges of both samples gradually
14 shift to a lower energy position with the potential increase cathodically during HER process.
15 This clearly explains the reduced valence state of nickel, which is attributed to the
16 reconstruction in nickel sites. The corresponding nominal valence states of Ni in both samples
17 under each applied potential are shown in Fig. 4c left based on the results from Supplementary
18 Fig. 4. The average valence state of Ni in Ni_{0.8}Fe_{0.2}S₂ at 0.40 V (vs. RHE) is approximately
19 +1.88, and it decreases to +1.62 and +1.35 at 0.20 and -0.15 V (vs. RHE), respectively. While
20 for NiS₂, the average valence state has a negligible decrease at 0.20 V compared with 0.4 V (vs.
21 RHE), and it reaches +1.58 at -0.15 V (vs. RHE). This demonstrates the promotion effect on Ni
22 reduction originated from Fe substitution, which is in accord with the results of phase transition
23 and effectively supports the rational inference regarding its contribution on reconfiguration
24 process.

25 In the case of local coordination environment, similar results are acquired from the FT-
26 EXAFS spectra in *R*-space (right axis of Figs. 4a, b). Compared with the profiles collected at

1 0.4 V vs. RHE, the Ni-S bond peak in both samples decrease at -0.15 V vs. RHE, indicating Ni
2 atom accumulation in Ni-S₄ tetrahedral coordination resulted from reconstruction. More
3 precisely for fitting results (right axis in Fig. 4c), the Ni-S CN decreases to 4.1 ± 0.4 and $3.5 \pm$
4 0.4 for Ni_{0.8}Fe_{0.2}S₂ at 0.20 and -0.15 V vs. RHE from 5.9 ± 0.6 at 0.4 V vs. RHE. While for
5 NiS₂, the decline trend is obviously delayed (Supplementary Figs. 13, 14 and Supplementary
6 Table 3). Notably, the absorption edge and CN of Ni_{0.8}Fe_{0.2}S₂ at -0.15 V (vs. RHE) is closer to
7 that of standard Ni₃S₂ sample (the average valence state of Ni in standard Ni₃S₂ is about +1.20,
8 in Supplementary Fig. 15), further verifying a more thorough reconstruction process with the
9 distorted Ni tetrahedral structure enabled by Fe doping.

10 The lower tendency of both Ni valence state and CN in the cathodic process on nickel sulfides
11 surface could be viewed as a desulphurization process, and the delayed Ni reduction for pristine
12 NiS₂ suggests a relatively limited desulphurization process. This elucidates that Fe substitution
13 activate the structure to facilitate quantitative accumulation of sulphur vacancy and the
14 interdiffusion of component atoms, as well to subsequently germinate the phase transition with
15 unsaturated nickel-sulphur sites, reconfirming that the phase evolution together with the lower
16 valence state evolution tendency are strongly correlated with the sulphur atom behavior.

17 Therefore, the surface of pyrite-type nickel sulfide catalyst is inclined to reconstruct soon
18 after desulphurization, to generate the Ni₃S₂ structure. Such critical process, consisting of the
19 quantitative (sulphur vacancy accumulation) to qualitative alternation (phase transition), is
20 effectively facilitated by introduction of proper sulphur vacancy, to empower the catalytic HER
21 activity easier to be triggered. To sum up, the phase reconfiguration process, indicated by the
22 evolution law of phase transition and valence state, is dominated by Fe doping with a sulphur

1 vacancy mediated mechanism.

2 In order to investigate the long-term structure-activity correlation at catalyst during the whole
3 HER service life, the stability test for the nickel sulfide/carbon fiber paper electrodes at a fixed
4 current density of 10 mA cm^{-2} was conducted. As shown in Fig. 4d, the exhibited negligible
5 activity decay even over 100 h demonstrates their superior stability under the alkaline
6 environment. To follow the phase transition from their as-synthesized pre-state into the
7 practically true state of the whole catalyst, XRD analysis was employed (Fig. 4e). The
8 diffraction peaks of NiS_2 gradually fade away with Ni_3S_2 peaks emerging to finally reach a total
9 phase transition throughout the electrolysis duration, demonstrating the terminated stable phase
10 of Ni_3S_2 . Simultaneously considering in-situ Raman results, as well as the corresponding
11 surface chemical states of Ni probed by the XPS data during the long-term operation are
12 provided in Supplementary Fig. 16 and Supplementary Table 2, it is confirmed that the phase
13 transition initially starts from the catalyst surface and subsequently extends to the bulk structure.
14 The life-time dynamic structure-activity correlation during HER service of nickel-based sulfide
15 compounds is further established by comprehensively considering the transient reconstruction
16 triggered activity and the long-term bulk phase transition maintained stability.

17

18 **Dynamic mechanism of phase reconfiguration.** To further validate the dominant sulphur
19 vacancy as inner driving force for phase reconfiguration and the effective tuning capability of
20 proper Fe substitution, density functional theory (DFT) calculations were conducted. The
21 computational models for $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0$ and 0.2) are presented in Fig. 5a. The projected
22 density of state (PDOS) of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ and their band center energies are given in Fig. 5b (for

1 more details see Supplementary Table 6). When Fe is substituted in NiS₂, S 3*p* band center
2 energy is raised to be closer to the Fermi level, allowing for the reduction of energy penalty to
3 create sulphur vacancy, which is beneficial for the formation of sulphur vacancy in nickel
4 sulfide⁴⁶. Similar inference is reached based on lower sulphur vacancy formation enthalpy (0.75
5 eV for Ni_{0.8}Fe_{0.2}S₂ and 0.86 eV for NiS₂) from Fig. 5c and details in Supplementary Tables 1
6 and 7, thus resulting in the highest sulphur vacancy concentration (δ) approximate 0.13 with
7 0.2 Fe substitution. The catalyst structural flexibility, enabled by initial high anion vacancy
8 concentration, is believed to be capable of accommodating even more anion vacancies during
9 the electrocatalysis^{21,22}. This capacitates the easy migrating and leaching of sulphur atoms from
10 nickel sulfide surface, while simultaneously aiding interdiffusion of the constituent atoms, via
11 the sulphur vacancy mediated mechanism under operation condition.

12

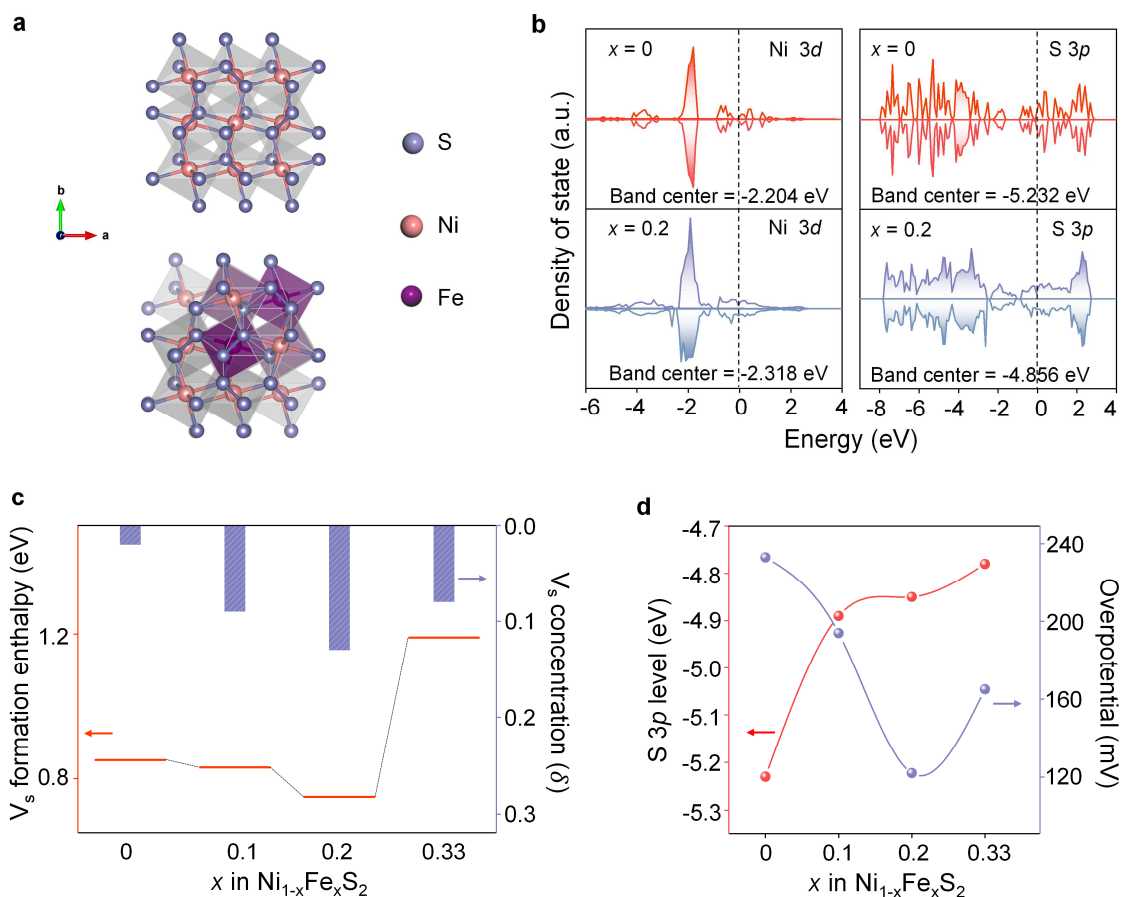


Fig. 5 | Electronic interpretation of the effect of Fe substitution on catalyst evolution. **a**, Computational models of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$: top, $x = 0$; bottom, $x = 0.2$. **b**, Computed Ni 3d, S 3p PDOS of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0.0, 0.2$). **c**, Calculated sulphur vacancy (V_s) formation enthalpy and sulphur vacancy concentration (δ) of the samples for $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0.0, 0.1, 0.2, 0.33$). **d**, Computed S 3p PDOS related to the overpotential of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0.0, 0.1, 0.2, 0.33$) @ 10 mA cm^{-2} .

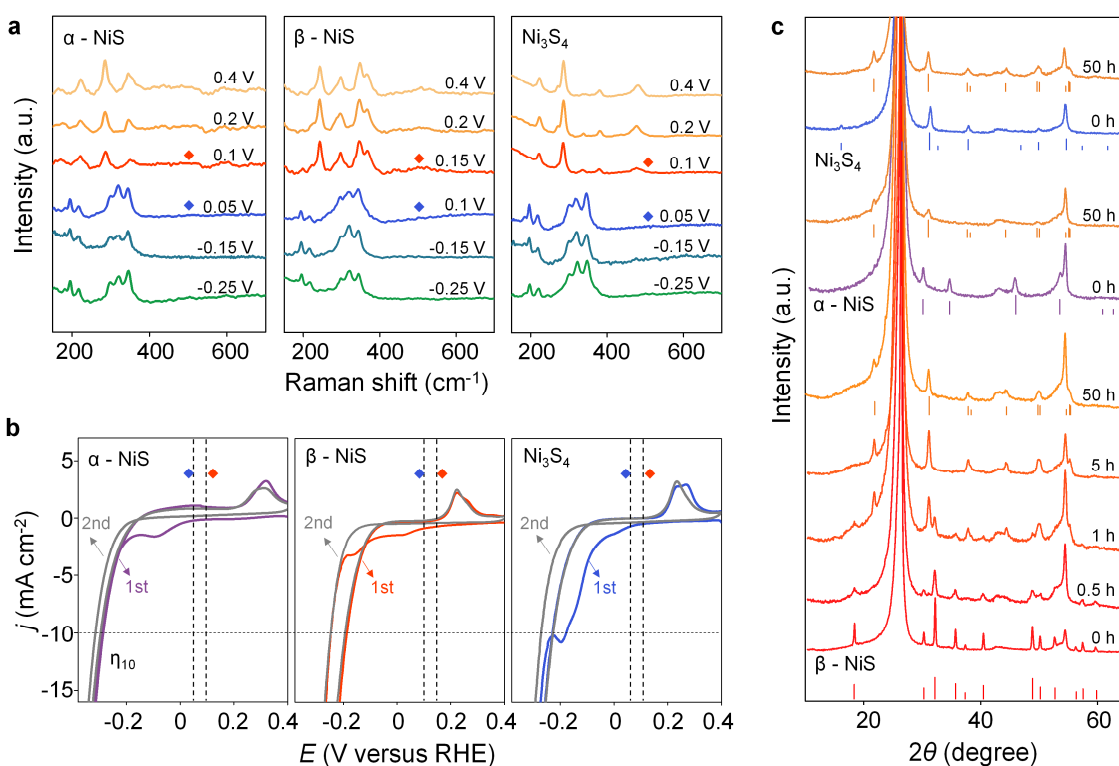
Furthermore, as the Ni 3d band expands gradually with the incremental Fe substitution amount, its overlap with the S 3p band becomes larger, verifying the enhanced Ni-S covalency due to the increased hybridization between Ni 3d and S 3p orbital. In Supplementary Table 6, when x ranges from 0 to 0.33, the Ni 3d-S 3p exhibits an obvious diminishment, indicating that the Ni 3d-S 3p hybridization is enhanced by increasing Fe substitution amount. This benefits the sulphur redox reaction and the mutual diffusion when a cathodic potential is applied. The sulphur atom in the lattice is easier to be leached to create more sulphur vacancies to subsequently boost the qualitative phase transition. This trend is in consistent with the HER

1 activity in terms of overpotential when $x \leq 0.2$ in Fig. 5d. However, as for $x = 0.33$, its
2 overpotential unexpectedly rises, which originated from the inhibition of further sulphur
3 vacancy creating with excessive Fe-S bonds. This phenomenon is also explained by the
4 increased enthalpy of sulphur vacancy formation in Fig. 5c. Additionally, the calculated
5 formation energy differential for reconstruction (Supplementary Table 8) again confirms the
6 superiorities of Fe substitution towards phase reconfiguration.

7 Combining theory and experiments, the quantitative accumulation of sulphur vacancy
8 induced catalyst structure flexibility has been identified as the origin for the accelerated
9 qualitative phase transition during catalytic electrolysis. Notably, this also reveals a dynamic
10 mechanism of doping strategy that influences the phase reconfiguration process via tuning
11 anion behavior as a bridge.

12
13 **Universality of catalyst evolution.** Besides NiS₂, the above demonstrated phase evolution to
14 Ni₃S₂ has been extended to α -NiS, β -NiS and Ni₃S₄ HER catalysts. Their crystal structure and
15 local chemical state characterization results are illustrated in Supplementary Fig. 17 and
16 Supplementary Tables 2, 4. According to the in-situ Raman data from Fig. 6a and
17 Supplementary Table 9, their reconstruction potential thresholds locate in varied regions of
18 0.1~0.05 V, 0.15~0.1 V and 0.1~0.05 V (vs. RHE), respectively, illustrating different energy
19 barriers to overcome during reconstruction. And this is consistent with corresponding reduction
20 peaks in the cycles for restructuring process at surface (Fig. 6b). Comparatively, the reduction
21 peak in the first cycle appears at ~0.03 V (vs. RHE) for β -NiS, while negative shifts are observed
22 for α -NiS and Ni₃S₄. Considering about 50 mV lower restructuring potential for β -NiS, it could

1 be speculated that its lower CN of Ni-S₅ motif is responsible for easier transition to the Ni-S₄
 2 motif of Ni₃S₂⁶. The overpotential (@ 10 mA cm⁻², η₁₀) of β-NiS is about 70 mV and 20 mV
 3 lower compared with α-NiS and Ni₃S₄, respectively. Such correlation between the
 4 reconstruction potential threshold differential and HER performance variation signals the
 5 dominance of phase evolution during HER catalytic reaction.



6
 7 **Fig. 6 | Dynamic structural evolution characterization of α-NiS, β-NiS and Ni₃S₄ catalysts. a**, In-situ
 8 Raman spectra of nickel sulfides at the potentials of 0.4~0.25 V (vs. RHE) in 1M KOH for α-NiS, β-NiS
 9 and Ni₃S₄. **b**, Cyclic voltammograms of α-NiS, β-NiS and Ni₃S₄ in N₂-saturated 1 M KOH with a scan
 10 rate of 2 mV s⁻¹ between 0.4 and -0.4 V (vs. RHE). The red diamond dots represent the final potential of
 11 existence for α-NiS, β-NiS and Ni₃S₄ Raman peaks, and the blue diamond dots stand for the potential of
 12 emerging of Ni₃S₂ Raman peaks. **c**, XRD patterns of catalysts after the operation of HER instantly at constant
 13 current density of 10 mA cm⁻².

14
 15 For XRD patterns during the long-term service in Fig. 6c, the intensity of Ni₃S₂ peaks rise
 16 slightly along with the gradual disappearance of β-NiS peaks for the first hour. And the bulk
 17 phase transformation was realized basically after 5h electrolysis. Similar for α-NiS and Ni₃S₄,
 18 the terminated bulk phases are both confirmed as Ni₃S₂. In short, nickel sulfides including NiS₂,

1 α -NiS, β -NiS and Ni₃S₄ are all demonstrated to perform phase evolution process with unified
2 and terminated Ni₃S₂ structure. These results indicate the electrochemical universality of
3 structural evolution for nickel sulfide catalysts, and figure a lower valence state evolution
4 tendency of nickel in the catalytically terminated phase of HER, which implicates a general
5 phenomenon during the restructuring of multivalent transition metal based catalysts.

6

7 **Conclusions**

8 In summary, the spontaneous phase evolution phenomena as well as the dynamic structure-
9 activity correlations for the whole service life of a class of multivalent nickel sulfides during
10 their HER service have been investigated from multiple dimensions including variations of
11 phase, valence state and coordination environment via operando electrochemical spectroscopy
12 techniques. The diffused and accumulated sulphur vacancies on nickel sulfide catalyst lead to
13 surface reconstruction and phase transition with terminated Ni₃S₂ structure responsible for
14 subsequent catalysis. Such quantitative to qualitative alternation is prompted with Fe doping
15 which enables the structural flexibility to accommodate more sulphur vacancies for the phase
16 reconfiguration, and hence improves HER performance at an optimal dopant amount of 20%.
17 Based on this, we also established the dynamic mechanism of doping strategy, which is widely
18 adopted for promoting catalytic activity but has only been understood in the static level. Beyond
19 propagation from surface into bulk after prolonged service, the phase evolution has also been
20 universally confirmed from NiS₂ to α -NiS, β -NiS and Ni₃S₄. The findings indicate a general
21 law of lower valence state evolution tendency along with the phase evolution of multivalent
22 transition metal catalyst under HER condition, evidence a fundamental idea that the dynamic

1 evolution of catalysts dominates the finalized catalytic activity, and provide an alternative
2 strategy of phase reconfiguration for developing superior catalysts.

3

4 **Methods**

5 **Material synthesis.** $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0, 0.1, 0.2, 0.25, 0.33$) powders were prepared by a typical
6 procedure. In a first step, nickel (II) nitrate hexahydrate ($\text{Ni}(\text{NO}_3)_2 \cdot 6\text{H}_2\text{O}$, Sigma-Aldrich,
7 98.5%) and iron(II) sulfate heptahydrate ($\text{FeSO}_4 \cdot 7\text{H}_2\text{O}$, Sinopharm Chemical Reagent Co., Ltd,
8 99%) in specific molar ratio were dissolved in deionized water, followed by the addition of urea
9 (Aladdin, 99%) and ammonium fluoride (Aladdin, 98%). After stirred for 30 min, the
10 suspension was transferred to a 50 mL Teflon-lined stainless-steel autoclave and heated at 120 °C
11 for 10 h before cooling to room temperature. The resultant precipitate was centrifuged and
12 washed by deionized water and ethanol and dried at 60 °C for 1 h. The as prepared NiFeO_xH_y ,
13 LDH was sufficiently mixed with sulphur powder (Alfa Aesar, ~100 mesh, 99.5%, 1:5) by
14 grinding for 30 min. The mixture was then placed in the center of a quartz tube in an aluminum
15 oxide boat, and heated at 400 °C for 1 h in an argon atmosphere to obtain pyrite $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$.
16 Finally, the obtained compounds were ultrasonicated, washed several times and dried under
17 vacuum overnight. For the Ni_3S_4 and $\beta\text{-NiS}$, the hydrothermal method was used in the solution
18 of carbon disulfide (CS_2 , Aladdin, 99%) and sodium sulfide nonahydrate ($\text{Na}_2\text{S} \cdot 9\text{H}_2\text{O}$, Aladdin,
19 98%) in a 50 mL Teflon-lined stainless-steel autoclave at 200 °C for 10 h with $\text{NiCl}_2 \cdot 6\text{H}_2\text{O}$ and
20 $\text{Ni}(\text{OH})_2$ LDH, respectively. $\alpha\text{-NiS}$ was obtained using thiourea ($(\text{NH}_2)_2\text{CS}$, Alfa Aesar, 98.5%)
21 and $\text{NiCl}_2 \cdot 6\text{H}_2\text{O}$ (Aladdin, 98%) in a 50 mL Teflon-lined stainless-steel autoclave filled with
22 hydrazine hydrate ($\text{N}_2\text{H}_4 \cdot \text{H}_2\text{O}$, 50 wt.% content, J&K) at 120 °C for 24 h. The nickel sulfides

1 on carbon fiber paper (CFP, TORAY, thickness of 0.18 mm) were also prepared through the
2 above method just adding CFP in the solution.

3

4 **Characterizations.** The XRD patterns of bulk nickel sulfides were recorded on a Rigaku TTR3
5 diffractometer at a scanning rate of 2° min^{-1} , using Cu-K α radiation ($\lambda = 1.5418 \text{ \AA}$). XPS data
6 were obtained using an ESCALab250 electron spectrometer from Thermo Fisher Scientific
7 Corporation with monochromatic 150 W AlK α radiation. Pass energy for the narrow scan is 30
8 eV. The base pressure was about 6.5×10^{-10} mbar. The binding energies were referenced to the
9 C1s line at 284.8 eV from alkyl or adventurous carbon.

10 The nickel sulfide morphologies were characterized by SEM (FEI Quanta 3D) at an
11 accelerating voltage of 5 kV. The crystal structures and detailed information about the
12 morphologies and element compositions were obtained using TEM (JEM-120F) and the energy
13 dispersive X-ray spectroscopy (EDS) (JEOL JED-2300 Analysis Station) with an accelerating
14 voltage of 200 kV. The nickel sulfide catalysts samples were drop cast onto Cu TEM grids and
15 then attached to the Au electrode with conductive carbon tape polarized in N₂ saturated 0.01 M
16 NaPi electrolyte, pH 7.2. The treated samples were rinsed with reagent grade water, dried in a
17 stream of N₂. The EDS scans were collected at various positions in the sample extending from
18 the surface layer to the interior of the samples.

19

20 **Electrochemical measurements.** All electrochemical measurements were carried out in a
21 typical three-electrode system with an electrochemical workstation (CHI 660E, Shanghai
22 Chenhua, China) at room temperature, and using a platinum plate as the counter electrode and

1 saturated Ag/AgCl as the reference electrode. The prepared Ni-based sulfide/CFP (0.5 cm²)
2 used as the working electrode. For HER, cathodic linear sweep voltammetry with a 5 mV s⁻¹
3 scan rate was performed in N₂-saturated 1.0 M KOH (pH 13.6, Aladdin, 95%). Electrochemical
4 impedance spectroscopy measurements were carried out by applying an a.c. voltage with 10
5 mV amplitude in a frequency range from 100 kHz to 10 mHz at an overpotential of 200 mV.

6 All potentials were calibrated versus RHE using

$$7 \quad E (\text{RHE}) = E (\text{Ag/AgCl}) + 0.197 \text{ V} + 0.0592 \times \text{pH}$$

8 For all polarization curves presented in the paper, the iR values were manually corrected with
9 the series resistance (R_s) on the basis of the equation:

$$10 \quad E (\text{RHE}) = E (\text{Ag/AgCl}) + 0.197 \text{ V} + 0.0592 \times \text{pH} - iR_s$$

11 The compensated ohmic R_s values were obtained from the fittings of electrochemical impedance
12 spectra.

13

14 **In-situ Raman spectroscopy.** Raman spectroscopy was carried out with a Horiba Jobin-Yvon
15 Labram HR 800 Micro-Raman instrument and Labspec software. All Raman spectra were
16 acquired with 532 nm excitation from a 250 mW diode laser. The incident laser power was
17 decreased by a factor of 100 to avoid sample damage. A 50 × magnification long working
18 distance (8 mm) objective was used. Raman frequencies were calibrated using Si wafer (520.7
19 cm⁻¹). The measurements of in-situ Raman spectra were carried out in a home-built cell
20 (Supplementary Fig. 18) filled with 1 M KOH electrolyte, with Ag/AgCl and platinum foil as
21 reference and counter electrodes, respectively. Acquisition of spectra at steady-state conditions
22 was performed after holding the catalyst at the desired potential for 5 min. To prepare the

1 working electrode, 4 mg electrocatalyst and 20 μ l Nafion solution (5 wt%, Sigma-Aldrich) were
2 ultrasonically dispersed in 1 ml water/ethanol (vol/vol = 3:1) solution to form a homogeneous
3 ink. The electrocatalyst suspension (10 μ l) was loaded onto glass carbon (3 mm) as the working
4 electrode.

5
6 **Operando X-ray absorption measurements.** The Ni K-edge (8333 eV) XAFS spectra were
7 measured at the 1W2B beamline of Beijing Synchrotron Radiation Facility (BSRF), China. The
8 storage ring of BSRF was operated at 2.5 GeV with a maximum electron current of 250 mA.
9 Operando XAFS measurements were performed with catalyst-coated carbon paper using a
10 home-built cell (Supplementary Fig. 19). The catalyst was spray onto carbon paper taped with
11 Kapton film on the back as the working electrode (~ 1 cm \times 1 cm) to ensure all of the
12 electrocatalyst reacted with KOH electrolyte at a geometric metal loading of ~ 1 mg cm⁻². The
13 operando XAFS spectra were collected through the fluorescence mode to monitor the changes
14 during the HER process, cathodic voltages at 0.40, 0.20 and -0.15 V (vs. RHE) were applied
15 for 5 min in 1 M KOH as the conditioning step.

16 During XAFS measurements, we calibrated the position of the absorption edge (E_0) using Ni
17 foil, and all the XAFS data were collected during one period of beam time. The standard
18 samples of Ni foil, Ni₃S₂ (Alfa Aesar, 99.9%) and Ni₂O₃ (Macklin, 99.5%) were measured in
19 the transmission mode. The position of E_0 is defined as the point corresponding to the maximum
20 value in the derivative curves of the XANES spectra. The obtained XAFS data was processed
21 in Athena (version 0.9.25) for background, pre-edge line and post-edge line calibrations. Then
22 Fourier transformed fitting was carried out in Artemis (version 0.9.25)⁴⁷. The k^3 weighting, k -

1 range of 3~11 Å⁻¹ and R range of 1~3 Å were used for the fitting. The model of bulk Ni, NiS₂,
2 NiS and Ni₃S₂ were used to calculate the simulated scattering paths. The four parameters,
3 coordination number, bond length, Debye-Waller factor and E_0 shift (CN, R , σ^2 , ΔE_0) were fitted
4 without anyone was fixed, constrained, or correlated.

5

6 **DFT calculations.** The ab initio simulations mentioned in this work that related to density
7 functional theory (DFT) was conducted using the Vienna ab initio simulation package (VASP)⁴⁸.
8 Projector augmented wave (PAW) potentials was chosen to treat ion-electron interactions, and
9 the exchange-correlation contributions were approximated by the generalized gradient
10 approximation (GGA) method, the Perdew–Burke–Ernzerhof (PBE) functional⁴⁹. In the process
11 of optimizing lattice structure of NiS₂, conjugate gradient algorithm with a force tolerance of
12 0.01 eV/Å and a kinetic energy cutoff 500 eV was as convergence criteria. The Gamma k-point
13 sampling was set to be 9 × 9 × 9 for materials. The optimized NiS₂ crystalline cell was built
14 into supercell along (111) direction and Fe doped NiS₂ models were achieved by replacing Ni
15 atoms with Fe atoms randomly in NiS₂ supercell model. For these supercells, the k-point mesh
16 was set as 5 × 5 × 1, and all the other simulation parameters remain unchanged in the self-
17 consistent calculations. The vacancy formation energy was calculated by the equation of
18 $E_{\text{vacancy_formation}} = E_{\text{S_defect}} - (E_{\text{perfect}} - E_{\text{S_element}})$, E_{perfect} is the total energy of perfect NiS₂, $E_{\text{S_defect}}$
19 is the total energy of NiS₂ with sulphur vacancy, $E_{\text{S_element}}$ is the averaged total energy for each
20 sulphur atom in its most stable elemental form (i.e. Rhombic sulphur).

21

22 **Data Availability**

1 The data supporting the findings of this study are available within this article and its
2 Supplementary Information, or from the corresponding author upon reasonable request.

3

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21

22 **Author contributions**

1 Z.K. and Y.Z. designed and proposed the research direction, initiated and supervised the
2 project. Y.S. performed the experiments. J.W. carried out the DFT simulations. Y.S. and Z.Z.
3 designed and analysed the in-situ Raman and XAFS measurements. X.W., B.L. and Y.X.
4 assisted with XAFS experiments and discussions about DFT simulations. J.W. and Z.K.
5 contributed to the analysis of electrochemical performance. Q.L., S.Z., Y.Q.Z. and K.M.
6 assisted in carrying out the XRD, SEM, XPS, TEM and EDS measurements. All the authors
7 discussed the results and participated in writing the manuscript.

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9 **Competing interests**

10 The authors declare no competing interests.

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1 **Supplementary Information**

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3 **Phase reconfiguration of multivalent nickel sulfides in hydrogen evolution**

4

5 Yu Sun^{1,2,3}, Jing Wu^{1,2,3}, Zheng Zhang^{1,2,3}, Qingliang Liao^{1,2}, Suicai Zhang^{1,2}, Xin Wang^{1,2},
6 Baishan Liu^{1,2}, Yunqi Zhao^{1,2}, Yong Xie^{1,2}, Kaikai Ma^{1,2}, Zhuo Kang^{* 1,2} and Yue Zhang^{* 1,2}

7

8 ¹Beijing Advanced Innovation Center for Materials Genome Engineering, Beijing Key
9 Laboratory for Advanced Energy Materials and Technologies, University of Science and
10 Technology Beijing, Beijing 100083, China

11 ²State Key Laboratory for Advanced Metals and Materials, School of Materials Science and
12 Engineering, University of Science and Technology Beijing, Beijing 100083, China

13 ³These authors contributed equally: Yu Sun, Jing Wu, Zheng Zhang.

14 *e-mail: zhuokang@ustb.edu.cn; yuezhang@ustb.edu.cn

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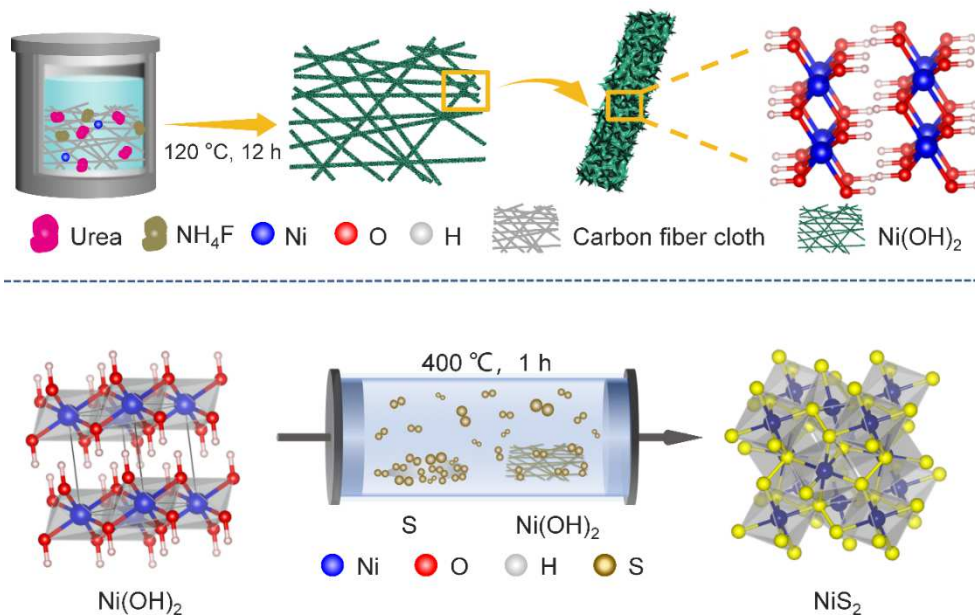
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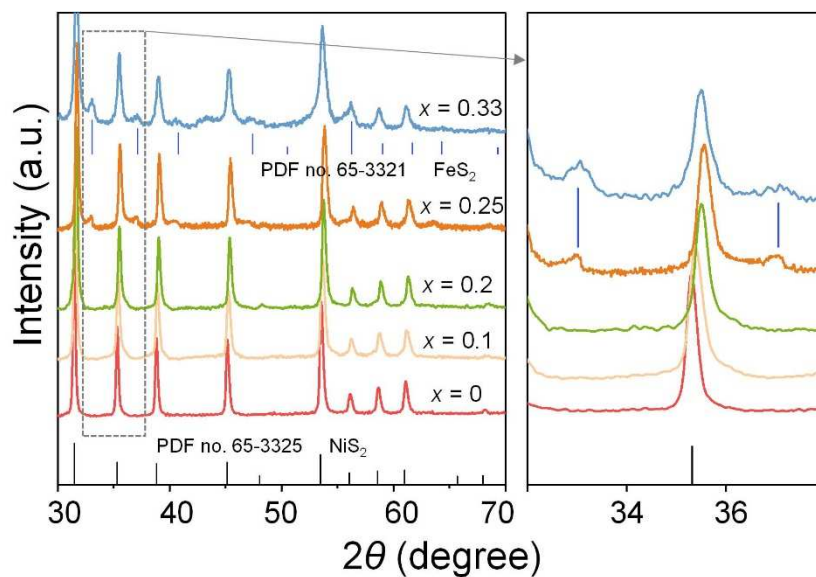
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1 Supplementary Figures



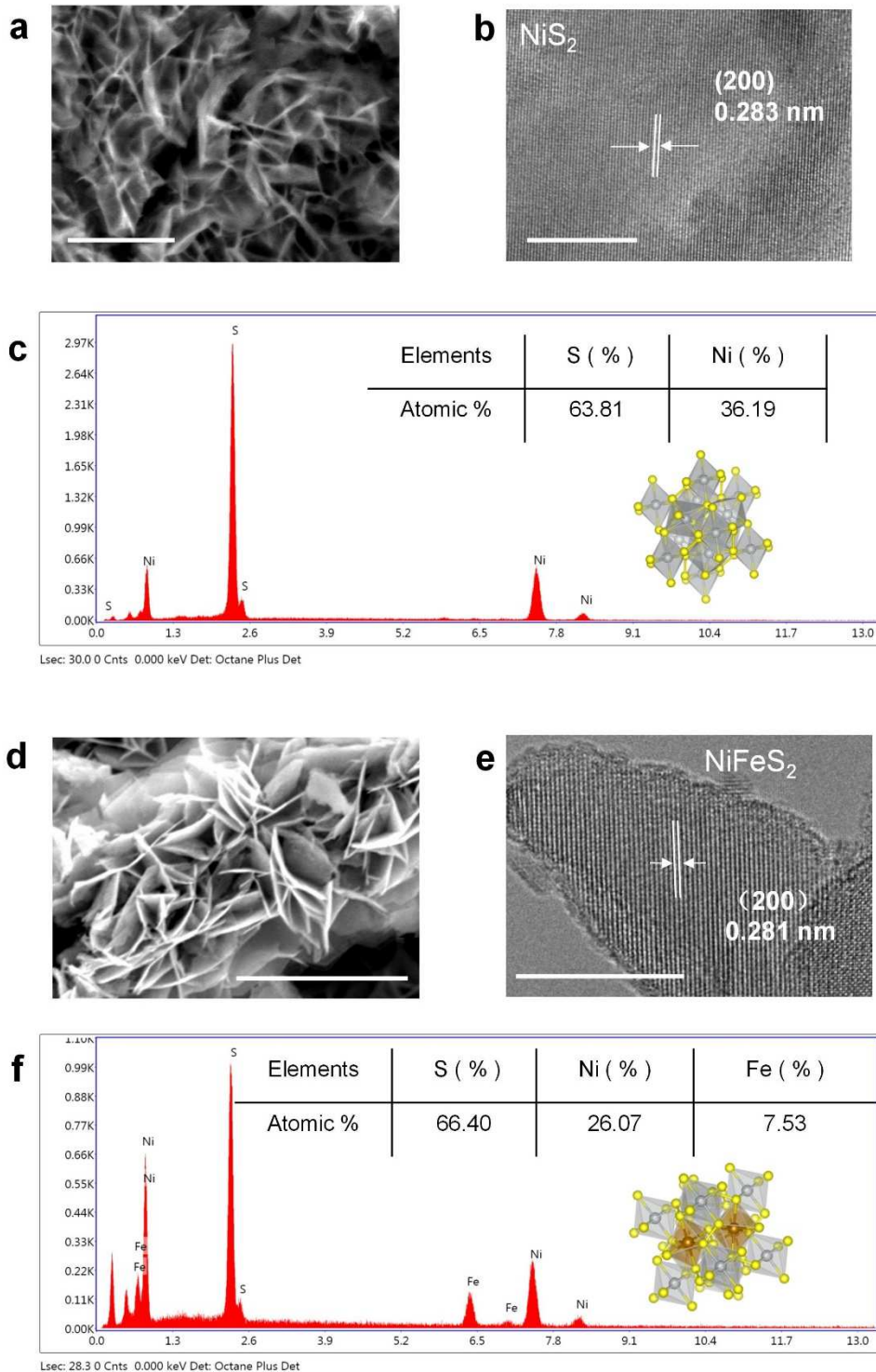
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3 **Supplementary Fig. 1.** Fabrication of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2/\text{CFP}$ H_2 -evolving electrodes. Schematic illustration of the
4 fabrication procedure by directly growing $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ NSs, and the sulfurization process at $400\text{ }^\circ\text{C}$.

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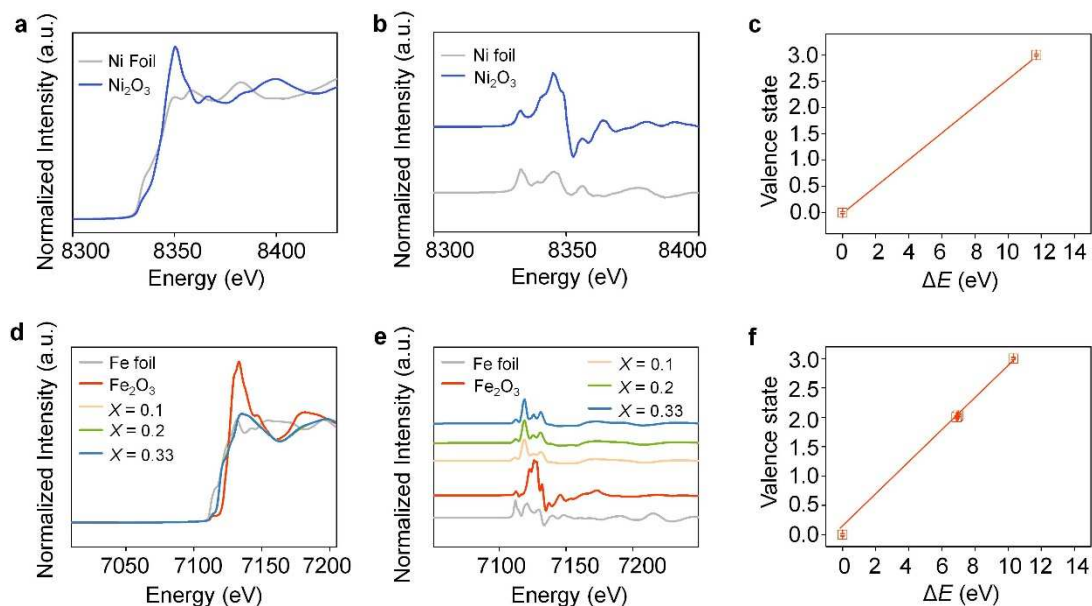
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9 **Supplementary Fig. 2.** PXRD patterns of synthesized $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0-0.33$). The right axis show the unit
10 cell of cubic metal disulfides and the magnified PXRD patterns in the range between 32 and 38.

11



1
 2 **Supplementary Fig. 3.** SEM-EDX elemental analysis and the TEM images of the as-prepared $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$
 3 electrode. a, SEM images of the carbon fiber coated with NiS_2 . Scale bar, 1 μm . b, TEM images of
 4 NiS_2 NSs. Scale bar, 5 nm. c, The corresponding EDX elemental atomic ratio of Ni and S elements. d, Top-
 5 view SEM images of the carbon fiber coated with $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ NSs. Scale bar, 10 μm . e, TEM images of
 6 $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ NSs. Scale bar, 10 nm. f, The corresponding EDX elemental atomic ratio of Ni, Fe and S elements.
 7 Inset of c and f is the corresponding weight and atomic ratio of Ni, Fe and S elements and the lattice
 8 structure of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$.

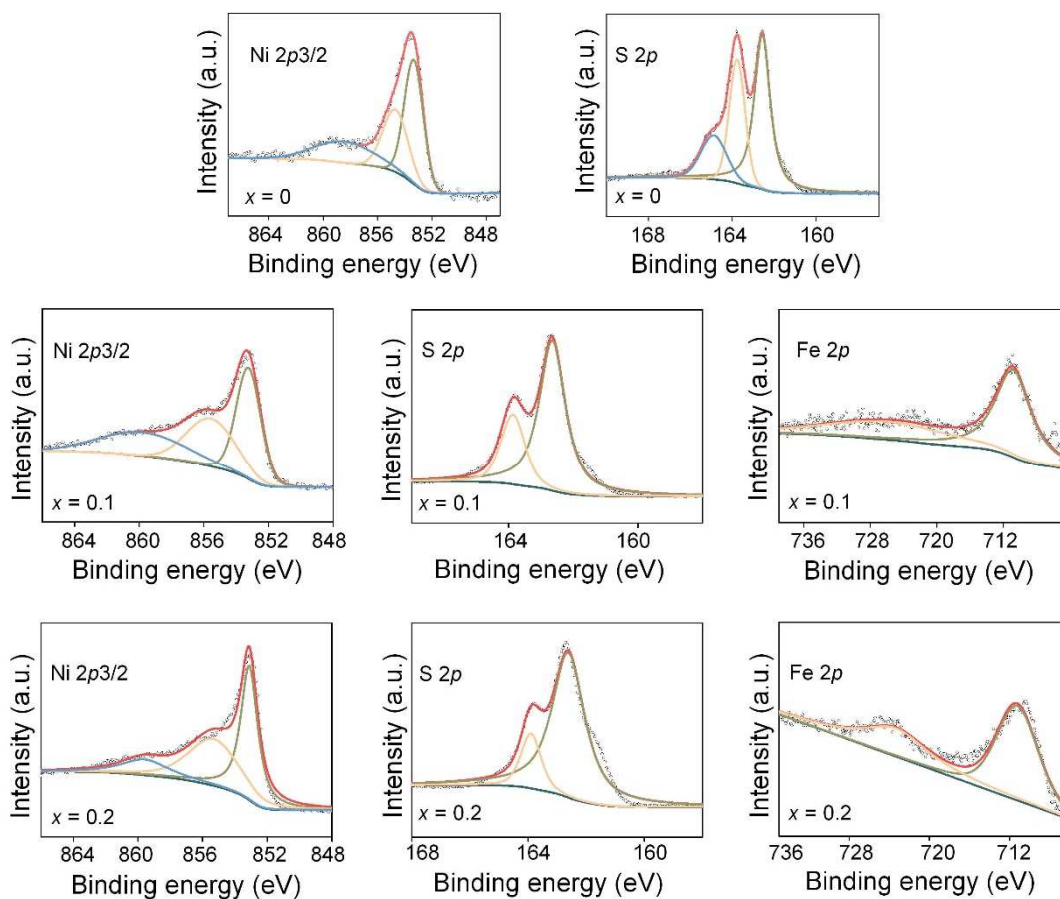
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 2 **Supplementary Fig. 4.** XAFS measurements. a, XANES spectra recorded at the Ni K-edge of nickel foil,
 3 Ni_2O_3 . b, Normalized difference spectra for Ni K-edge XANES. c, The fitted average valence states of Ni
 4 from XANES spectra. Ni Foil is approximately close to 0, Ni_2O_3 is approximately close to 3+. d, XANES
 5 spectra recorded at the Fe K-edge of Iron foil, Fe_2O_3 . e, Normalized difference spectra for Fe K-edge XANES.
 6 f, The fitted average valence states of Fe from XANES spectra. Fe Foil is approximately close to 0, Fe_2O_3 is
 7 approximately close to 3+. Error bars represent the standard deviation from at least three independent
 8 measurements.

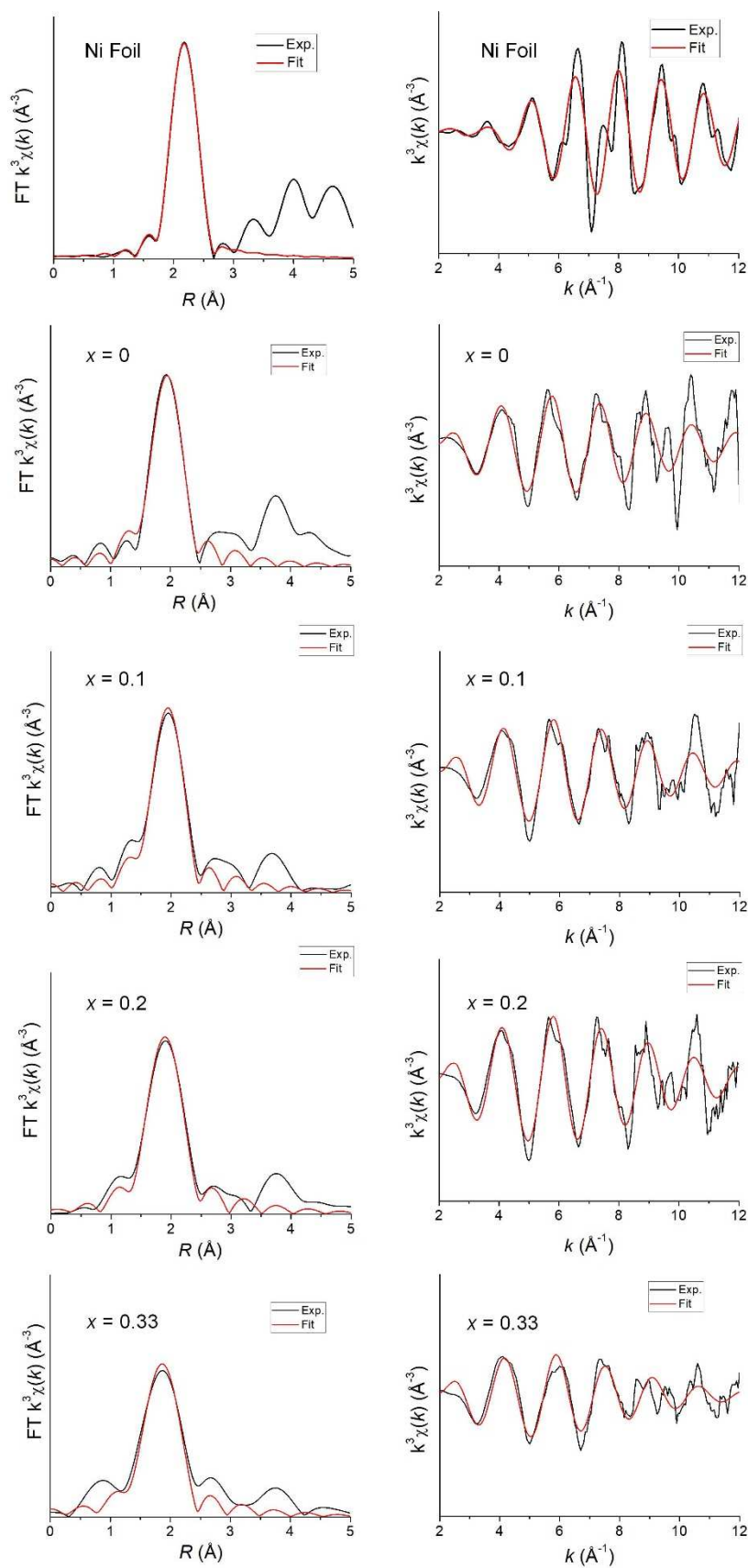
9 The Ni and Fe valence states of the samples were estimated by means of the absorption edge energy E_0 ,
 10 which is defined as the energy at the highest first derivative of the absorbance as shown in Supplementary
 11 Fig. 4b, e. Correspondingly, the absorption edge energy E_0 of Ni foil with Ni^0 valence state is determined as
 12 8333 eV as shown in Supplementary Fig. 4b. Similarly, the Ni K-edge EXAFS spectra show that the
 13 absorption edge energies E_0 of the NiS_2 , $\text{Ni}_{0.9}\text{Fe}_{0.1}\text{S}_2$, $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$, and $\text{Ni}_{0.67}\text{Fe}_{0.33}\text{S}_2$ and Ni_2O_3 were located
 14 at 8360.68, 8340.35, 8340.12, and 8340.27 and 8344.61 eV, respectively. The Fe K-edge EXAFS spectra
 15 show that the absorption edge energies E_0 of the Fe Foil, $\text{Ni}_{0.9}\text{Fe}_{0.1}\text{S}_2$, $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$, and $\text{Ni}_{0.67}\text{Fe}_{0.33}\text{S}_2$ and
 16 Fe_2O_3 were located at 7112, 7118.92, 7118.98, 7118.89 and 7122.32 eV, respectively.

17 The obtained energy shifts (ΔE), as a function of the valence state, are shown in Supplement Fig. 4c, f,
 18 together with a model linear function, which have been determined as a best fit to the data from the reference
 19 samples. The nickel and iron valence states in the synthesized Fe substituted nickel sulfides are calculated
 20 from the linear function. These data are listed in Supplementary Table 1.

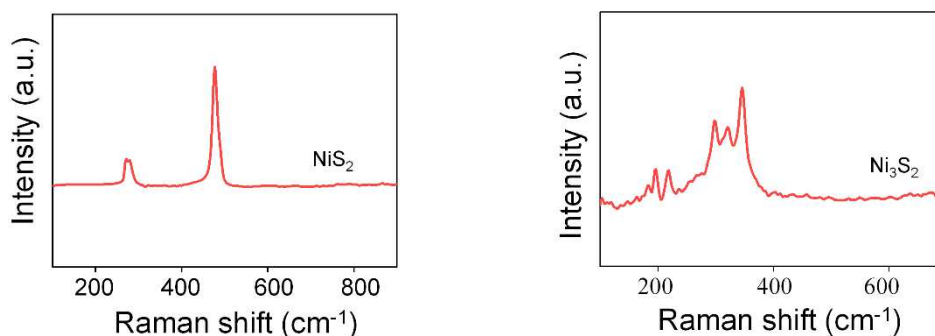


Supplementary Fig. 5. XPS Characterization of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0, 0.1, 0.2$) for the Ni 2p_{3/2}, S 2p and Fe 2p regions. The broad S 2p XPS peak is fitted into two main peaks. The peaks located at 162.6 and 163.8 eV are attributed to the S 2p_{3/2} and S 2p_{1/2} orbitals of bridging S_2^{2-} .

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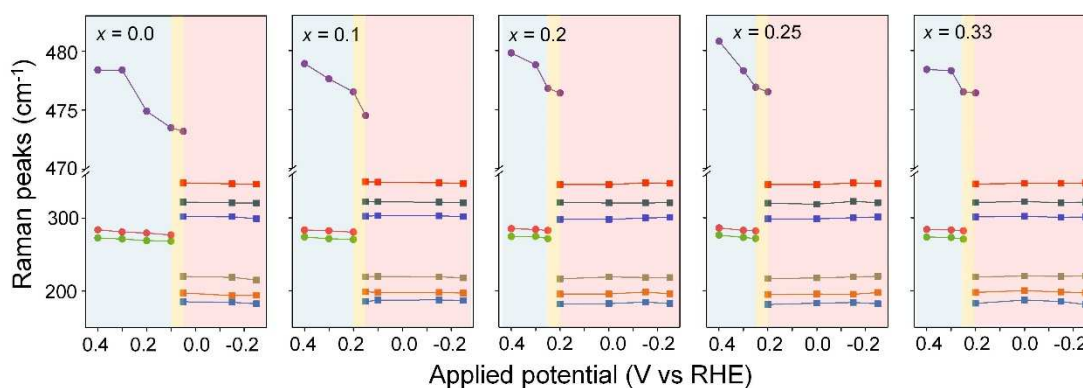


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2 **Supplementary Fig. 6.** Ni K-edge EXAFS analysis of samples in R and k spaces. FT-EXAFS spectra and
3 fits of Ni K-edges from Ni foil and Ni_{1-x}Fe_xS₂ ($x = 0, 0.1, 0.2, 0.33$) catalysts. The black lines represent the
4 experiment data and the red lines represent the fitting values.



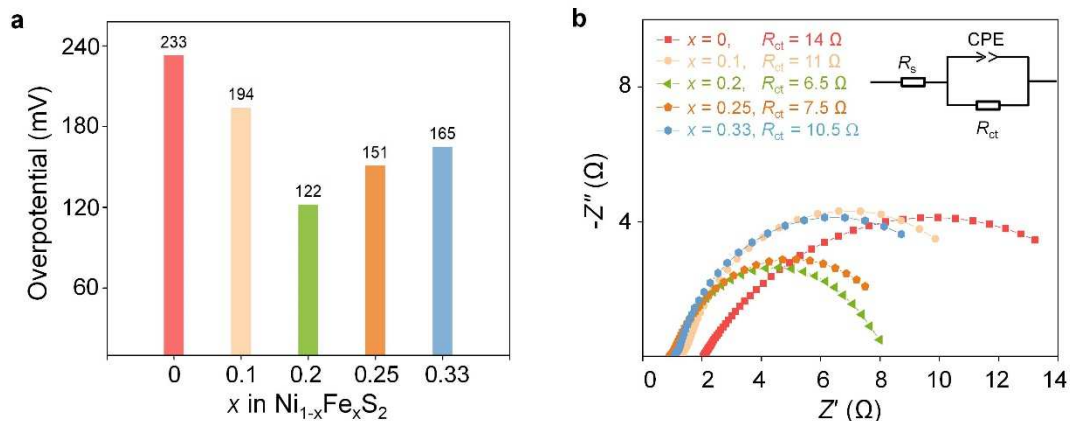
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Supplementary Fig. 7. Raman spectrum of NiS₂ and Ni₃S₂. The peaks at 274.4(*T_g*), 284.8(*E_g*), 479.3(*A_g*) cm⁻¹ previously attributed to NiS₂, peaks at 187.6 (*A₁*(2)), 202.1 (*E*(4)), 223.6 (*E*(3)), 303.6 (*E*(2)), 324.6 (*A₁*(1)), 350.3 (*E*(1)) cm⁻¹ were correlated respectively with two *A₁* stretching and four *E* bending vibration of Ni-S in the heazlewoodite-phase Ni₃S₂, the peaks are shown in Supplementary Table 4.



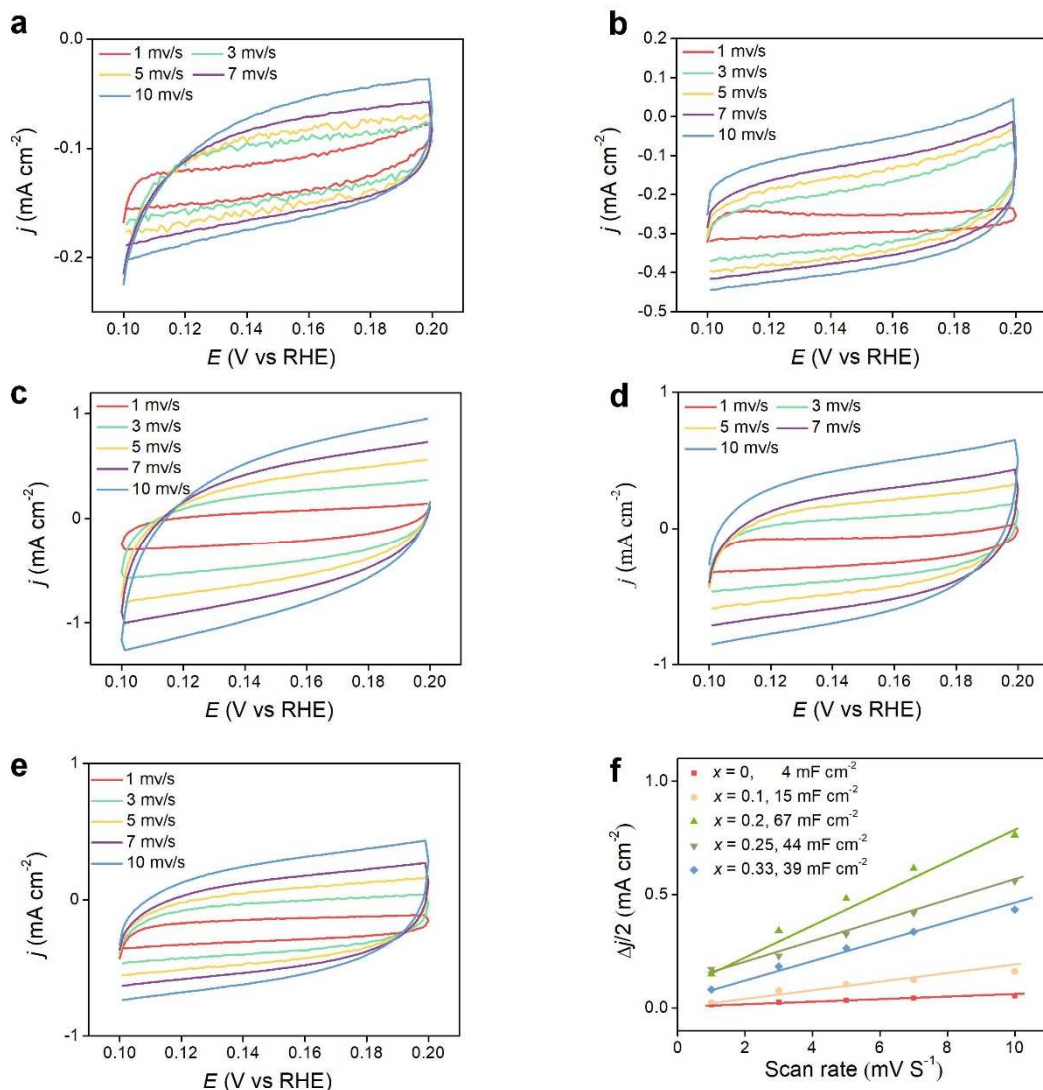
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Supplementary Fig. 8. Frequency of the vibrational modes versus the applied potential obtained from the in-situ Raman spectra for Ni_{1-x}Fe_xS₂.



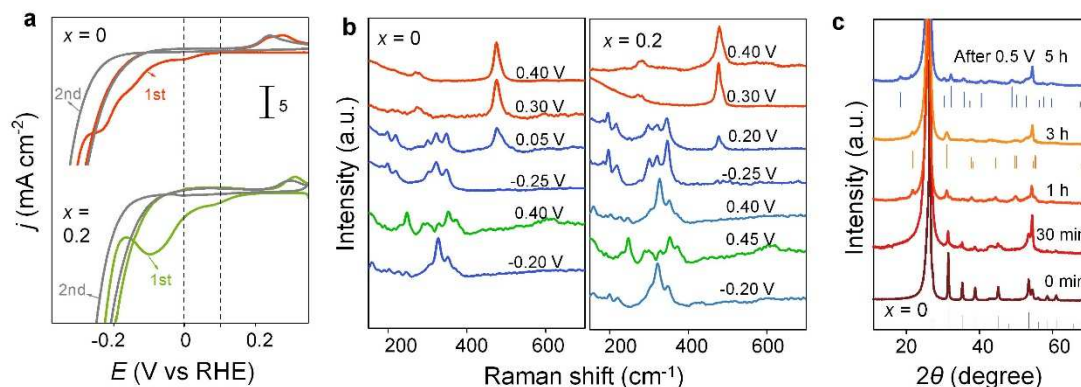
1
2 **Supplementary Fig. 9.** Electrochemical characterization of Ni_{1-x}Fe_xS₂. a, Overpotential of the nickel sulfide
3 catalysts at the current density of 10 mAcm⁻², b, Nyquist plots of the catalyst electrode @200 mV
4 overpotential in 1M KOH. Inset of (b) is the simplified Randles equivalent circuit model. The intercept in
5 the high frequency zone are attributed to the internal charge-transfer resistances or the system resistance (R_s)
6 of electrodes, and the semicircles represent the charge transfer resistances (R_{ct}) at the electrode/electrolyte
7 interface. The charge-transfer resistances (R_{ct}) measured at 200 mV overpotential are 14, 11, 6.5, 7.5 and
8 10.5 Ω for the CFP-supported pure NiS₂, Ni_{0.9}Fe_{0.1}S₂, Ni_{0.8}Fe_{0.2}S₂, Ni_{0.75}Fe_{0.25}S₂ and Ni_{0.67} Fe_{0.33}S₂,
9 respectively.

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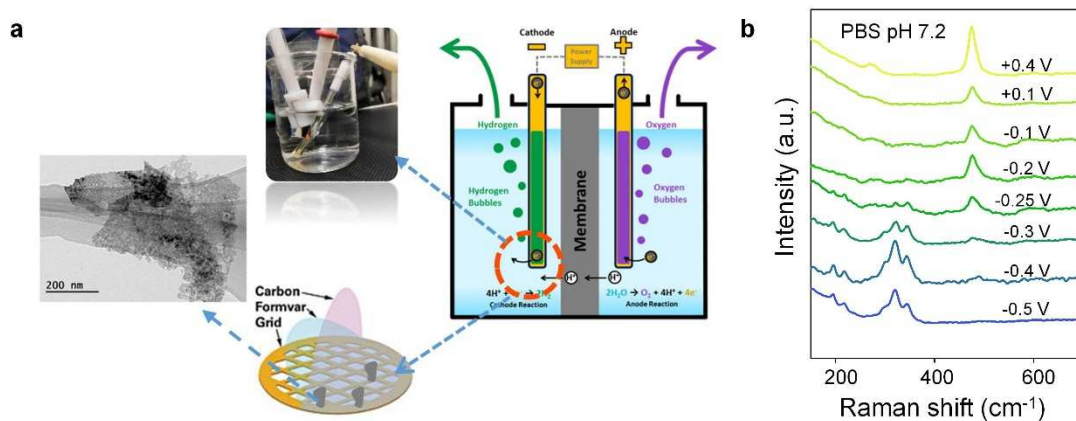
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 2 **Supplementary Fig. 10.** Cyclic voltammograms of the as-fabricated nickel sulfide catalysts. Cyclic
 3 voltammograms at different scan rates of in the non-Faradaic potential region (0.1 to 0.2 V versus RHE) for
 4 the $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ (a, $x = 0$; b, $x = 0.1$; c, $x = 0.2$; d, $x = 0.25$; e, $x = 0.33$) catalysts in 1 M KOH at different scan
 5 rates (1, 3, 5, 7, 10 mV s^{-1}). f, Charging current density differences at 0.15 V versus RHE plotted against
 6 scan rate. The value of C_{dl} was estimated from the slope of the linear relationship between the half capacitive
 7 current density ($(j_{\text{anodic}} - j_{\text{cathodic}})/2$) at the middle of the applied potential range and the scan rates. Significantly,
 8 the $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ yields an extremely high C_{dl} value up to 67 mF cm^{-2} , considerably larger than those of the
 9 NiS_2 (4 mF cm^{-2}), $\text{Ni}_{0.9}\text{Fe}_{0.1}\text{S}_2$ (15 mF cm^{-2}), $\text{Ni}_{0.75}\text{Fe}_{0.25}\text{S}_2$ (44 mF cm^{-2}) and $\text{Ni}_{0.67}\text{Fe}_{0.33}\text{S}_2$ (39 mF cm^{-2}),
 10 which indicates that an appropriate concentration of Fe doping can substantially extend the electrochemical
 11 active area and render more catalytic active sites.

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2 **Supplementary Fig. 11.** a, Cyclic Voltammetry curves of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0.0, 0.2$) in N_2 -saturated 1 M KOH
3 with a scan rate of 2 mV s^{-1} between 0.4 and -0.4 V (vs. RHE) to show the pseudocapacitive behavior
4 preceding to HER. b, In-situ Raman spectra of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0$ and 0.2) at the potentials of 0.45 V~0.25 V
5 (RHE) in 1M KOH. c, XRD patterns of catalyst after the operation of HER instantly at constant current
6 density of -10 mA cm^{-2} and constant potential 0.5 V (RHE) 5 h. We can interpret that NiS_2 have a phase
7 transition to Ni_3S_2 under the proper conditions, and it will have a reversible phase transition to $\beta\text{-NiS}$.

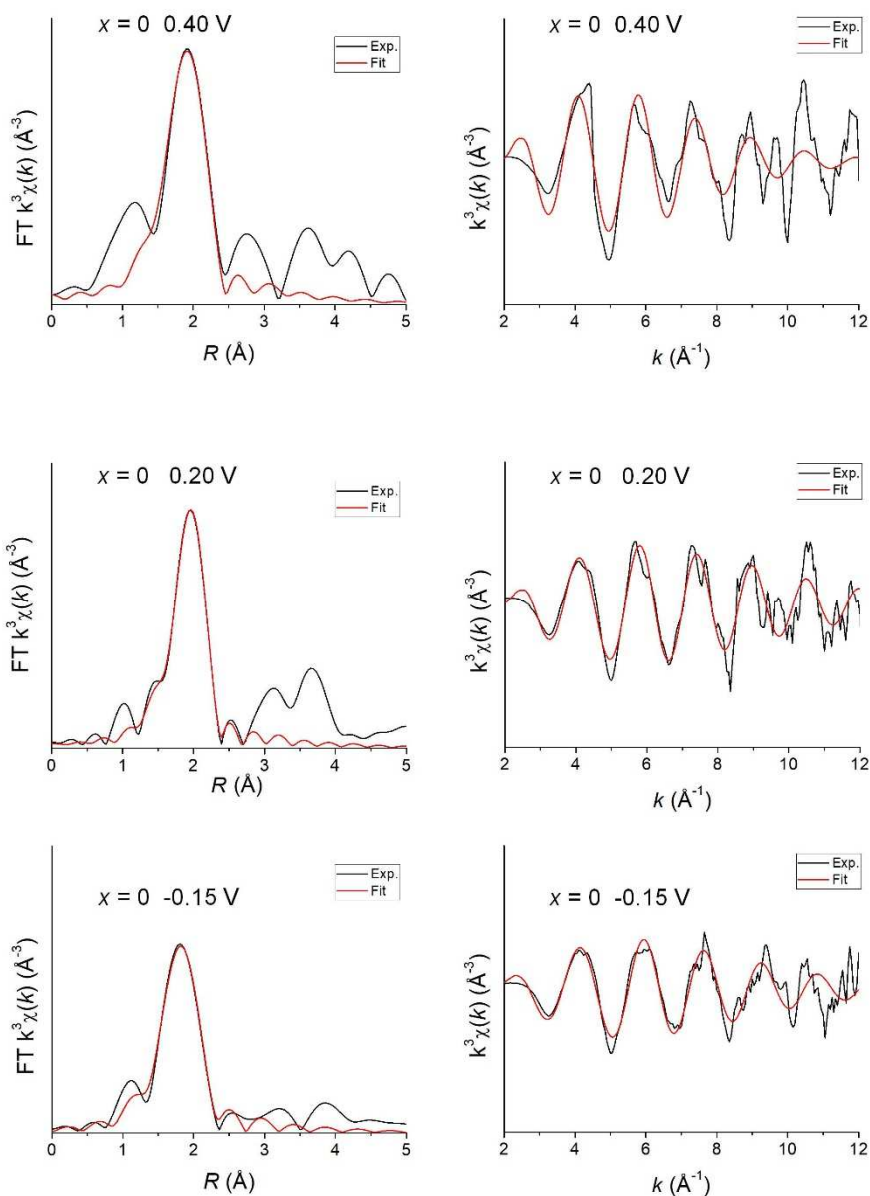
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9 For the CV curves of oxidation scan, nickel sulfides all have an anodic peak. In-situ Raman spectra and XRD
10 patterns prove the structure will have a phase transition to $\beta\text{-NiS}$ structure with the potential increase. The
11 anodic peak of $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ is higher than that of NiS_2 in the CVs, which means the more stability in the Fe
12 substitution.



1
 2 **Supplementary Fig. 12.** TEM characterization of surface-restructured nickel sulfide after the process of
 3 HER. a, Schematic process of HRTEM of nickel sulfide. b, In-situ Raman spectra of NiS_2 at the potentials of
 4 0.4 V~-0.5 V (RHE) in 0.01M PBS (NaPi, pH7.2).

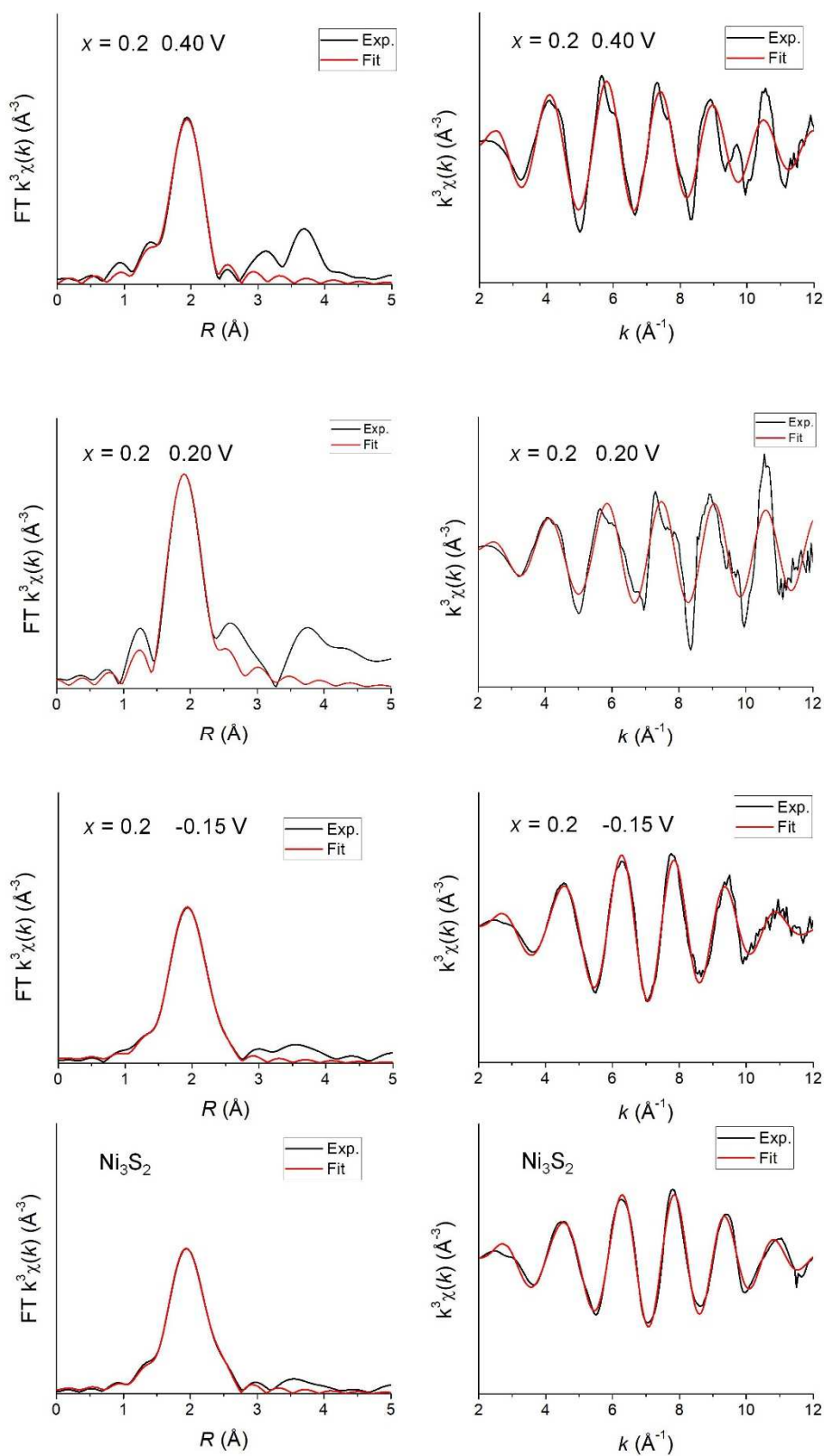
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 6 The catalysts sprayed on the Cu grids, which were attached to the Au electrode with conductive carbon tape,
 7 polarized in N_2 saturated 0.01 M NaPi electrolyte (pH 7.2) at the potential of -0.45 V (vs RHE) for 2 h. As
 8 we can see the results from different condition of electrolyte, reconstruction potential range turned on, which
 9 is -0.25~-0.3V for 0.01M NaPi.

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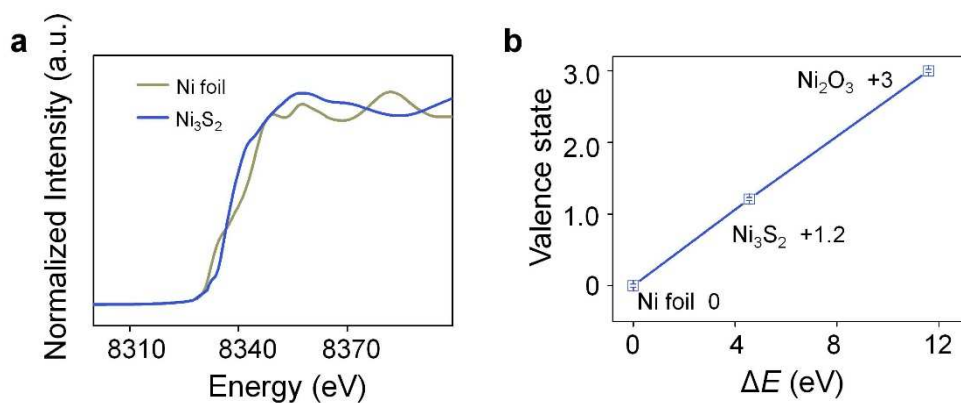
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3 **Supplementary Fig.13.** Ni K-edge EXAFS analysis of nickel sulfide in R and k spaces. FT-EXAFS spectra
 4 and fits of Ni K-edges from NiS₂ (in -0.15V, 0.20 V and 0.40 V vs RHE test). The black lines represent the
 5 experiment data and the red lines represent the fitting values.



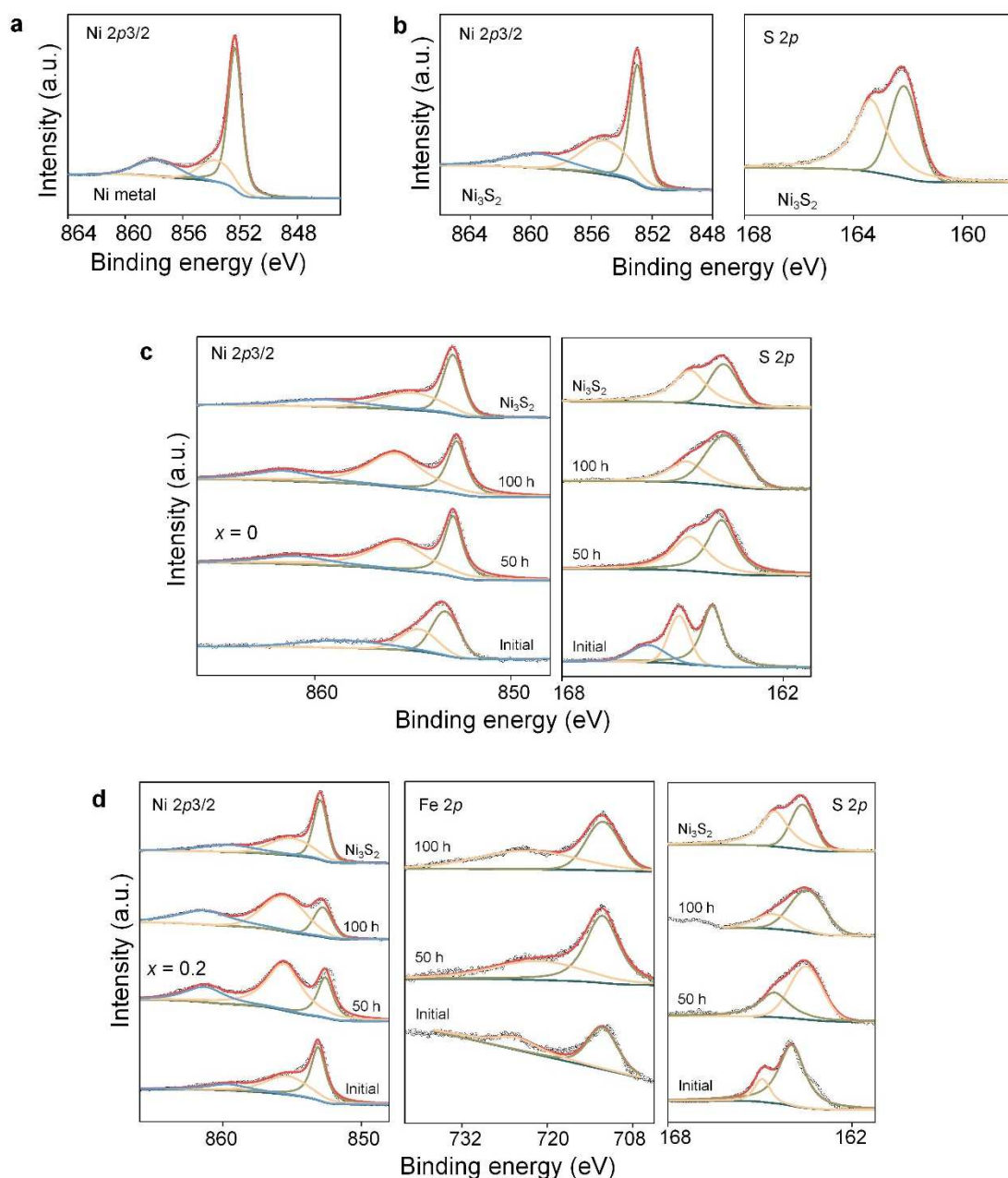
1
2 **Supplementary Fig. 14.** Ni K-edge EXAFS analysis of nickel sulfide in R and k spaces. FT-EXAFS spectra
3 and fits of Ni K-edges from Ni_3S_2 catalysts and $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$ (in -0.15 V, 0.20 V and 0.40 V vs RHE test). The
4 black lines represent the experiment data and the red lines represent the fitting values.

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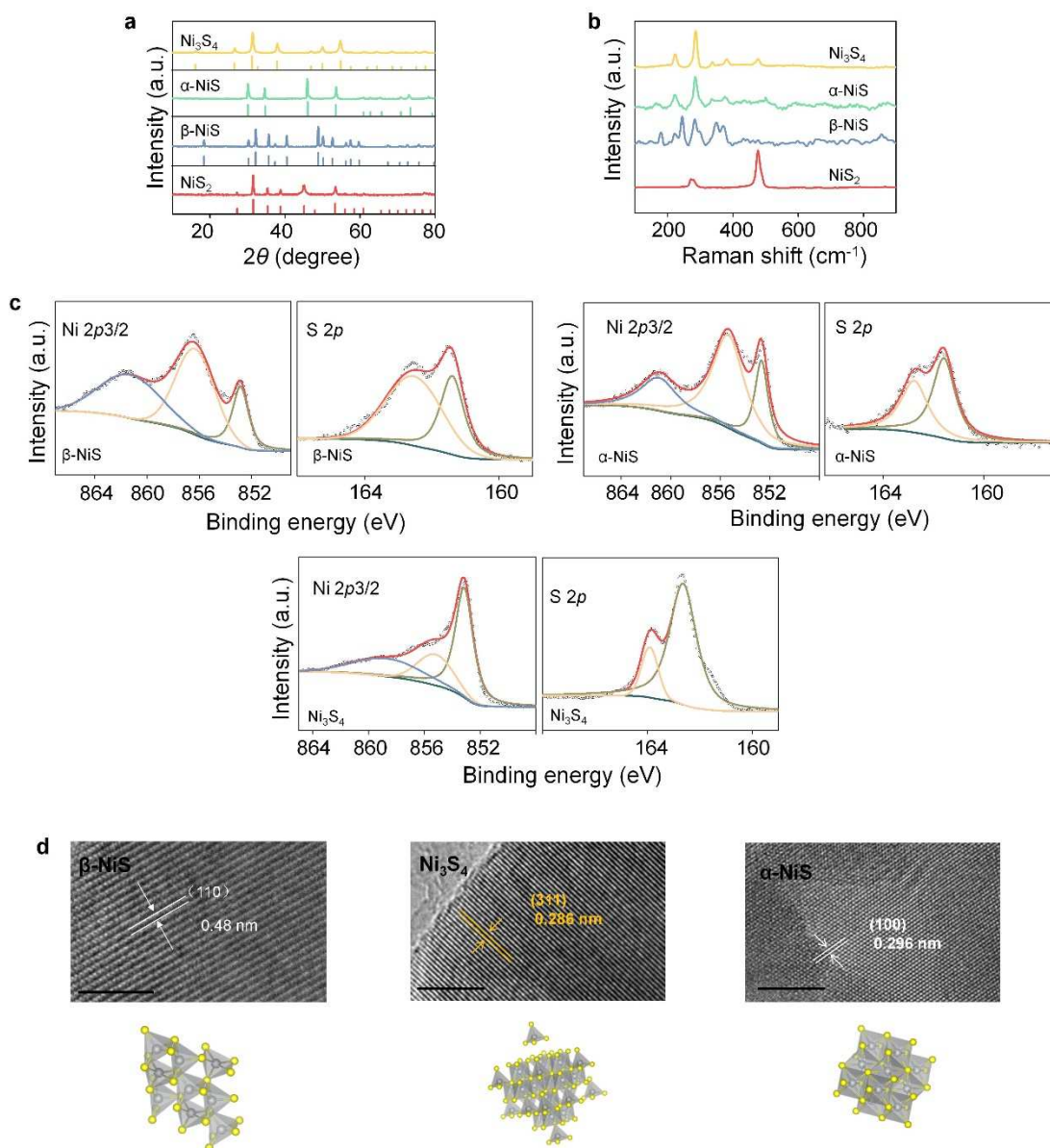
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 2 **Supplementary Fig. 15.** XAFS measurements. a, b is the Ni₃S₂ XANES spectra and the corresponding
 3 valence state of Ni in Ni₃S₂ according to the linear relationship described in b. Error bars represent the
 4 standard deviation from at least three independent measurements. The average valence state of nickel foil
 5 and Ni₂O₃ is fitted to 0 and +3 by the Nickel K-edge XANES in Supplementary Fig. 4. Applying the linear
 6 correlation, it is found that the average valence state of Ni for Ni₃S₂ is approximately +1.20.

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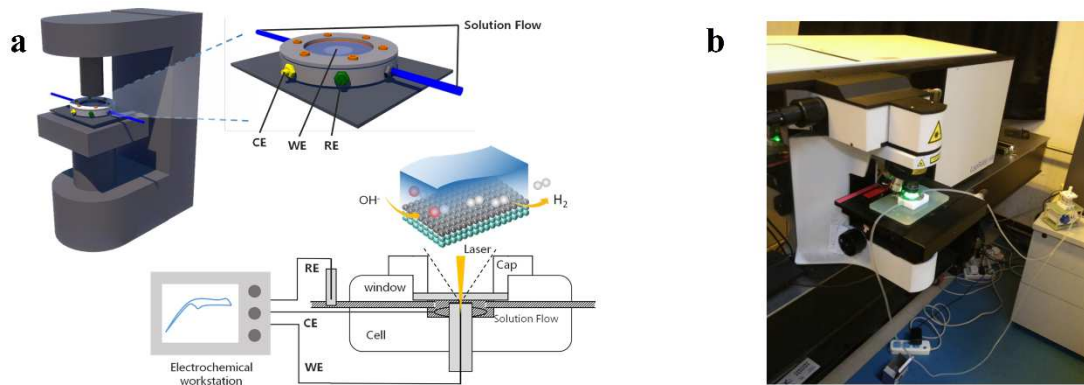
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2 **Supplementary Fig. 16.** XPS Characterization. a, Ni Metal of Ni 2p_{3/2} regions. b, Ni 2p_{3/2} and S 2p regions
3 of Ni₃S₂. The Ni metal peak at 852.30 eV, and the Ni peak of Ni₃S₂ is about at 852.85 eV. c, d, XPS analysis
4 of the electrodes after long time test as the work electrode to identify the binding energy and ratio of the
5 surface element for NiS₂ (c) and Ni_{0.8}Fe_{0.2}S₂ (d). At 50 h and 100 h, the Ni 2p_{3/2} binding energy is
6 approaching to Ni in Ni₃S₂, while for Fe, the binding energy is slightly changed.
7 For the Ni 2p_{2/3}, the peaks after 50 h and 100 h are all verge on the corresponding peaks of the Ni₃S₂ crystal,
8 thus implying the finalized phase of the long-term service also close to Ni₃S₂ structure.

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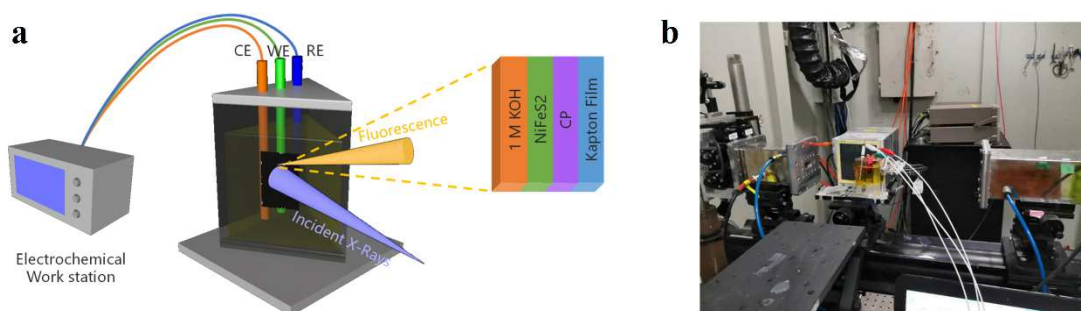


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 2 **Supplementary Fig. 17.** Structure Characterization of α -NiS, β -NiS, Ni_3S_4 . a PXR, b Raman spectra. The
 3 PDF number of β -NiS is 12-0041, the PDF number of α -NiS is 02-1280, the PDF number of Ni_3S_4 is 43-
 4 1469; the Raman peaks are shown in Table 4. c, XPS analysis of the electrodes of α -NiS, β -NiS and Ni_3S_4 .
 5 d, HRTEM characterization of α -NiS, β -NiS and Ni_3S_4 and the lattice structure of each Nickel sulfides. Scale
 6 bars, 5 nm. For spinel structure of Ni_3S_4 , there is two arrangement of Ni atom and S atom to consist
 7 octahedron polyhedral of Ni with six S around and tetrahedron polyhedral of Ni with four S. For β -NiS, there
 8 is five S around Ni atom to consist pyramidal polyhedral. For the α -NiS, the Ni atom is around with six S
 9 atom to consist octahedron polyhedral.

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2 **Supplementary Fig. 18.** Equipment used for in-situ Raman measurements. a, Schematic for the equipment
3 used for in-situ Raman. b, Digital photo taken during in-situ Raman.



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11 **Supplementary Fig. 19.** Equipment used for operando XAFS measurements. a, Schematic for the equipment
12 used for operando XAFS measurements. b, Digital photo taken during operando XAFS measurement.

1 **Supplementary Tables**

2

3 **Supplementary Table 1.** The Ni and Fe K-edge positions, nominal Ni and Fe valence state and the nominal
 4 sulphur vacancy concentration (δ) in $\text{Ni}_{1-x}\text{Fe}_x\text{S}_{2-\delta}$.

Samples	Fe k-edge		Samples	Ni k-edge		Nominal sulphur vacancy concentration (δ)
	Edge energy (eV)	Nominal Valence state		Edge energy (eV)	Nominal Valence state	
Fe foil	7112.00	0.00	Ni foil	8333.00	0.00	
Fe_2O_3	7122.32	3.00	Ni_2O_3	8344.61	3.00	
			$x = 0$	8340.68	1.98	$\delta = 0.02$ ($\text{NiS}_{1.98}$)
$x = 0.1$	7118.92	2.01	$x = 0.1$	8340.35	1.90	$\delta = 0.09$ ($\text{Ni}_{0.9}\text{Fe}_{0.1}\text{S}_{1.91}$)
$x = 0.2$	7118.98	2.03	$x = 0.2$	8340.12	1.84	$\delta = 0.13$ ($\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_{1.87}$)
$x = 0.33$	7118.89	2.00	$x = 0.33$	8340.27	1.88	$\delta = 0.08$ ($\text{Ni}_{0.67}\text{Fe}_{0.33}\text{S}_{1.92}$)

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6 The nominal sulphur vacancy concentration was calculated on the basis of the nominal valence state of Ni,
 7 Fe and S.

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1 **Supplementary Table 2.** XPS fitting parameters of binding energies for the as-prepared nickel sulfide
 2 catalysts.

Catalyst	Binding energy (eV)					Element Ratio (%) Ni : (Fe): S
	Ni 2p3/2	S 2p3/2	S 2p1/2	Fe 2p3/2	Fe 2p1/2	
Ni Metal	852.30	—	—	—	—	—
Ni ₃ S ₂	852.82	162.18	163.36	—	—	23.85:27.57
NiS ₂	853.56	162.58	163.79	—	—	4.01:10.26
Ni _{0.9} Fe _{0.1} S ₂	853.13	162.7	163.8	710.87	726.92	8.69: (1.03): 20.24
Ni _{0.8} Fe _{0.2} S ₂	853.16	162.63	163.92	710.65	722.85	10.52: (1.47) : 21.05
NiS ₂ , 50 h	852.89	162.26	163.43	—	—	26.03:16.33
NiS ₂ , 100 h	852.68	162.25	163.80	—	—	22.92:13.28
Ni _{0.8} Fe _{0.2} S ₂ , 50 h	852.59/ 855.56	162.25	163.48	711.05	722.08	20.09: (1.16): 10.27
Ni _{0.8} Fe _{0.2} S ₂ , 100 h	852.77/ 855.50	162.10	163.47	711.12	722.28	21.02: (0.95) : 16.20
α-NiS	852.71/ 855.38	161.59	162.79	—	—	16.42:10.84
β-NiS	852.89/ 856.52	161.41	162.60	—	—	10.36:14.93
Ni ₃ S ₄	853.17/ 855.32	162.68	163.90	—	—	13.32:35.22

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1 **Supplementary Table 3.** EXAFS fitting parameters at the Ni K-edge various samples ($S_0^2 = 0.82$)

Sample	Path	CN ^a	R (Å) ^b	$\sigma^2 \times 10^{-3}$ (Å ²) ^c	ΔE (eV) ^d	R factor
Ni foil	Ni-Ni	12*	2.48 ± 0.01	6.1 ± 0.2	6.7 ± 0.3	0.001
$x = 0$	Ni-S	6.0 ± 0.7	2.40 ± 0.01	7.4 ± 1.8	2.0 ± 1.9	0.015
$x = 0.1$	Ni-S	5.9 ± 0.6	2.39 ± 0.01	8.2 ± 1.5	3.5 ± 1.5	0.010
$x = 0.2$	Ni-S	5.8 ± 0.6	2.38 ± 0.01	8.2 ± 2.1	1.4 ± 1.8	0.007
$x = 0.33$	Ni-S	5.4 ± 0.6	2.36 ± 0.02	10.9 ± 3.2	1.6 ± 2.7	0.016
Ni ₃ S ₂	Ni-S	3.9 ± 0.4	2.27 ± 0.02	6.8 ± 2.4	3.8 ± 1.6	0.001
	Ni-Ni	2.0 ± 1.1	2.52 ± 0.03	6.2 ± 4.0	4.6 ± 4.6	
$x = 0.2$ 0.40 V	Ni-S	5.9 ± 0.6	2.38 ± 0.01	7.3 ± 0.9	1.3 ± 1.1	0.008
$x = 0.2$ 0.20 V	Ni-S	4.1 ± 0.4	2.36 ± 0.01	2.5 ± 1.6	0.9 ± 2.2	0.011
$x = 0.2$ -0.15 V	Ni-S	3.5 ± 0.4	2.26 ± 0.02	6.2 ± 2.5	2.4 ± 2.2	0.001
	Ni-Ni	2.8 ± 1.6	2.51 ± 0.03	7.7 ± 4.5	0.1 ± 5.9	
$x = 0$ 0.40 V	Ni-S	6.0 ± 0.7	2.39 ± 0.01	4.6 ± 1.3	1.5 ± 1.8	0.018
$x = 0$ 0.20 V	Ni-S	6.0 ± 0.6	2.38 ± 0.01	6.1 ± 1.4	1.4 ± 1.1	0.016
$x = 0$ -0.15 V	Ni-S	4.9 ± 0.5	2.30 ± 0.01	8.7 ± 1.7	-3.7 ± 1.9	0.013

2 ^aCN: coordination number; ^b R : bond distance; ^c σ^2 : Debye-Waller factors; ^d ΔE_0 : the inner potential correction.
3 R factor: goodness of fit. * The experimental EXAFS fit of metal foil by fixing CN as the known
4 crystallographic value.

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1 **Supplementary Table 4.** Raman spectra of different nickel sulfides.

	Raman Peaks (cm ⁻¹)								
NiS ₂	274.4	284.8	479.3						
Ni ₃ S ₂	187.6	202.1	223.6	303.6	324.6	350.3			
Ni ₃ S ₄	223.3	286.6	337.6	380.3					
α-NiS	147.4	165.6	174.7	222.3	285.1	333.4	374.9		
β-NiS	143.1	178.9	206.1	221.9	244.6	283.7	297.8	349.2	370.6

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1 **Supplementary Table 5.** In-situ Raman spectra of Ni_{1-x}Fe_xS₂.

	Raman Peaks (cm ⁻¹)						
x = 0, 0.4 V	272.9	284.1	478.4				
x = 0, 0.3 V	271.5	281.2	478.4				
x = 0, 0.2 V	269.3	279.7	474.2				
x = 0, 0.1 V	268.6	277.0	473.5				
x = 0, 0.05 V	185.5	197.6	220.1	302.2	322.1	348.3	473.2
x = 0, -0.15 V	184.8	194.0	219.0	302.1	321.1	347.2	
x = 0, -0.25V	182.8	194.4	215.3	299.2	320.7	346.6	
x = 0.1, 0.4 V	273.5	283.2	478.9				
x = 0.1, 0.3 V	271.3	282.1	476.6				
x = 0.1, 0.2 V	270.1	280.2	474.5				
x = 0.1, 0.15 V	185.1	198.5	219.2	302.1	321.9	349.2	474.4
x = 0.1, 0.1 V	186.9	197.8	219.6	302.7	321.7	348.7	474.1
x = 0.1, -0.15 V	187.4	197.8	218.9	302.6	321.3	347.8	
x = 0.1, -0.25V	186.5	196.7	217.6	301.4	320.4	346.8	
x = 0.2, 0.4 V	274.2	285.0	479.8				
x = 0.2, 0.3 V	274.3	283.8	478.8				
x = 0.2, 0.25 V	271.3	282.5	476.5				
x = 0.2, 0.2 V	181.8	195.5	216.2	297.7	320.9	345.3	476.3
x = 0.2, 0.0 V	182.4	195.5	218.7	297.7	320.3	345.3	476.1
x = 0.2, -0.15 V	184.4	198.1	218.1	299.7	320.3	347.9	
x = 0.2, -0.25V	182.3	195.6	217.9	300.4	320.5	347.1	
x = 0.25, 0.4 V	276.2	285.9	480.8				
x = 0.25, 0.3 V	272.9	282.6	478.3				
x = 0.25, 0.25 V	271.6	281.9	476.9				
x = 0.25, 0.2 V	181.1	194.7	216.7	298.4	319.8	345.3	476.5
x = 0.25, 0.0 V	182.9	195.3	217.3	298.4	318.6	345.3	476.3
x = 0.25, -0.15 V	183.9	195.1	218.9	299.9	322.4	347.6	
x = 0.25, -0.25V	182.1	197.4	219.7	301.1	320.5	346.8	
x = 0.33, 0.4 V	273.5	283.8	478.4				
x = 0.33, 0.3 V	272.9	283.2	478.3				
x = 0.33, 0.25 V	270.6	282.1	476.0				
x = 0.33, 0.2 V	182.6	197.6	218.7	301.1	321.0	346.1	475.4
x = 0.33, 0.0 V	187.2	200.1	220.2	301.9	322.1	347.1	
x = 0.33, -0.15 V	185.1	198.2	219.7	300.5	320.5	347.1	
x = 0.33, -0.25V	181.1	197.2	220.2	301.1	321.4	347.4	

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1 **Supplementary Table 6.** The DFT calculated energy of Ni 3*d* band center and S 3*p* band center of Ni_{1-x}Fe_xS₂
 2 (*x* = 0.0, 0.1, 0.2 and 0.33) relative to Fermi level.

	Ni 3 <i>d</i> (eV)	S 3 <i>p</i> (eV)	Ni 3 <i>d</i> - S 3 <i>p</i> (eV)
<i>x</i> = 0.0	-2.204	-5.232	3.028
<i>x</i> = 0.1	-2.245	-4.888	2.643
<i>x</i> = 0.2	-2.318	-4.856	2.538
<i>x</i> = 0.33	-2.384	-4.788	2.404

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6 **Supplementary Table 7.** The sulphur vacancy formation enthalpy ΔH_f , V_s of Ni_{1-x}Fe_xS₂ (*x* = 0.0, 0.1, 0.2
 7 and 0.33).

	Energy (eV)	μ_i (eV)	$\Delta H_f, V_s$ (eV)
NiS ₂	-289.10		
NiS ₂ - V _S	-284.12	-4.12	0.86
Ni _{0.9} Fe _{0.1} S ₂	-295.69		
Ni _{0.8} Fe _{0.2} S ₂ - V _S	-290.74	-4.12	0.83
Ni _{0.8} Fe _{0.2} S ₂	-302.33		
Ni _{0.8} Fe _{0.2} S ₂ - V _S	-297.46	-4.12	0.75
Ni _{0.67} Fe _{0.33} S ₂	-309.07		
Ni _{0.67} Fe _{0.33} S ₂ - V _S	-303.76	-4.12	1.19

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1 **Supplementary Table 8.** The formation energy of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x = 0.0$ and 0.2) for reconstruction

Structure	NiS ₂	Ni ₃ S ₂	20%Fe@NiS ₂	4%Fe@Ni ₃ S ₂	FeS ₂	S
Formula	Ni ₄ S ₈	Ni ₉ S ₆	Fe ₄ Ni ₁₆ S ₄₀	FeNi ₂₃ S ₁₆	Fe ₂ S ₄	S ₃₂
Energy (eV)	-58.207	-80.422	-304.213	-216.76	-36.139	-131.949
Normalization (eV)	-14.552	-26.807	-15.217	-27.095	-18.070	-4.123
Formation Energy (eV)		0.059 eV (E _{f1}) 0.025 eV (E _{f3})		0.036 eV (E _{f2})		

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4 $\text{NiS}_2 = 1/3 \text{Ni}_3\text{S}_2 + 4/3 \text{S}$ (1)

5 $E_{f1}' = 1/3 E(\text{Ni}_3\text{S}_2) + 4/3 E(\text{S}) - E(\text{NiS}_2) = 0.118 \text{ eV}$

6 $E_{f1} = 0.059 \text{ eV}$

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8 $\text{Fe}_{0.2}\text{Ni}_{0.8}\text{S}_2 = \text{Fe}_{0.035}\text{Ni}_{0.8}\text{S}_{0.56} + 0.165 \text{FeS}_2 + 1.11 \text{S}$ (2)

9 $E_{f2}' = E(4\%\text{Fe@Ni}_3\text{S}_2) + 0.165 E(\text{FeS}_2) + 1.11 E(\text{S}) - E(20\%\text{Fe@NiS}_2) = 0.072 \text{ eV}$

10 $E_{f2} = 0.036 \text{ eV}$

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12 $\text{Fe}_{0.2}\text{Ni}_{0.8}\text{S}_2 = 4/15 \text{Ni}_3\text{S}_2 + 1/5 \text{FeS}_2 + 16/15 \text{S}$ (3)

13 $E_{f3}' = 4/15 E(\text{Ni}_3\text{S}_2) + 1/5 E(\text{FeS}_2) + 16/15 E(\text{S}) - E(20\%\text{Fe@NiS}_2) = 0.050 \text{ eV}$

14 $E_{f3} = 0.025 \text{ eV}$

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16 This result is a value normalized to NiS₂ or Fe_{0.2}Ni_{0.8}S₂. For convenience of expression, the
17 result normalized to a single sulphur atom as $E_{fn} = E_{fn}' / 2$.

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19 The reconstruction process is discussed in three cases. The first case is the NiS₂ phase transition
20 to generate Ni₃S₂ with the sulphur leaching, as shown in Equation 1. For Fe_{0.2}Ni_{0.8}S₂, the
21 segregation process (D. J. Vaughan and J. R. C. *Mineral chemistry of metal sulfides*. Cambridge University
22 Press, 1978, 62-66) exists in the phase transition process. Therefore, it is difficult to accurately

1 measure the Fe content in the final products with suitable characterization methods. We assume
2 that there are two cases in which all Fe is segregated into FeS₂ (as shown in equation 3), and
3 eventually retain some Fe, so proceed according to equation 2.

4 According to the test results of the EDS element ratio and XPS results, it can be known that
5 with the extension of the test time, the Fe element will correspondingly leach with the phase
6 transition process, and it will eventually stabilize at about 4% in the new reconstructed structure
7 in 100 h long-term operation. Because the loss of sulphur is large, we assume that during the
8 Fe loss process, it is extracted from the phase of Ni_{0.8}Fe_{0.2}S₂ is in the form of FeS₂ to forming
9 new reconstructed structure, and the phase transition reaction are shown in equation (2) and (3).
10 As E_B (0.025 eV) or E_{F2} (0.036 eV) < E_{F1} (0.059 eV), so we have the result that Fe substitution
11 can facilitate the phase transition to form the finalized structure.

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1 **Supplementary Table 9.** In-situ Raman spectra of α -NiS, β -NiS and Ni₃S₄.

	Raman Peaks (cm ⁻¹)						
β - NiS, 0.4 V	181.1	198.5	222.2	242.8	297.8	348.2	368.5
β - NiS, 0.2 V	176.4	193.4	222.7	242.8	296.4	346.8	368.1
β - NiS, 0.15 V	173.3	192.5	221.9	242.8	296.5	346.8	368.1
β - NiS, 0.1 V	178.8	193.0	215.0	237.3	296.7	319.1	343.8
β - NiS, -0.15 V	178.1	194.6	215.3	299.7	319.4	343.8	
β - NiS, -0.25 V	180.7	195.7	216.1	297.5	320.4	344.6	
α - NiS, 0.4 V	164.9	175.7	221.9	285.4	347.8		
α - NiS, 0.2 V	175.2	220.9	284.4	346.9			
α - NiS, 0.1 V	170.8	220.4	284.2	345.6			
α - NiS, 0.05 V	182.2	195.2	217.1	299.1	319.2	346.1	
α - NiS, -0.15 V	179.8	194.5	216.0	298.4	320.4	346.8	
α - NiS, -0.25 V	181.5	195.8	217.1	297.9	321.0	346.9	
Ni ₃ S ₄ , 0.4 V	223.1	286.3	338.5	381.5	480.9		
Ni ₃ S ₄ , 0.2 V	222.1	285.3	337.1	380.8	478.2		
Ni ₃ S ₄ , 0.1 V	220.1	284.2	335.6	379.1	477.6		
Ni ₃ S ₄ , 0.05 V	183.5	196.2	217.9	301.6	318.7	346.2	
Ni ₃ S ₄ , -0.15 V	184.1	196.5	219.4	300.2	320.3	346.5	
Ni ₃ S ₄ , -0.25 V	185.1	197.9	219.9	302.0	322.4	348.4	

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Figures

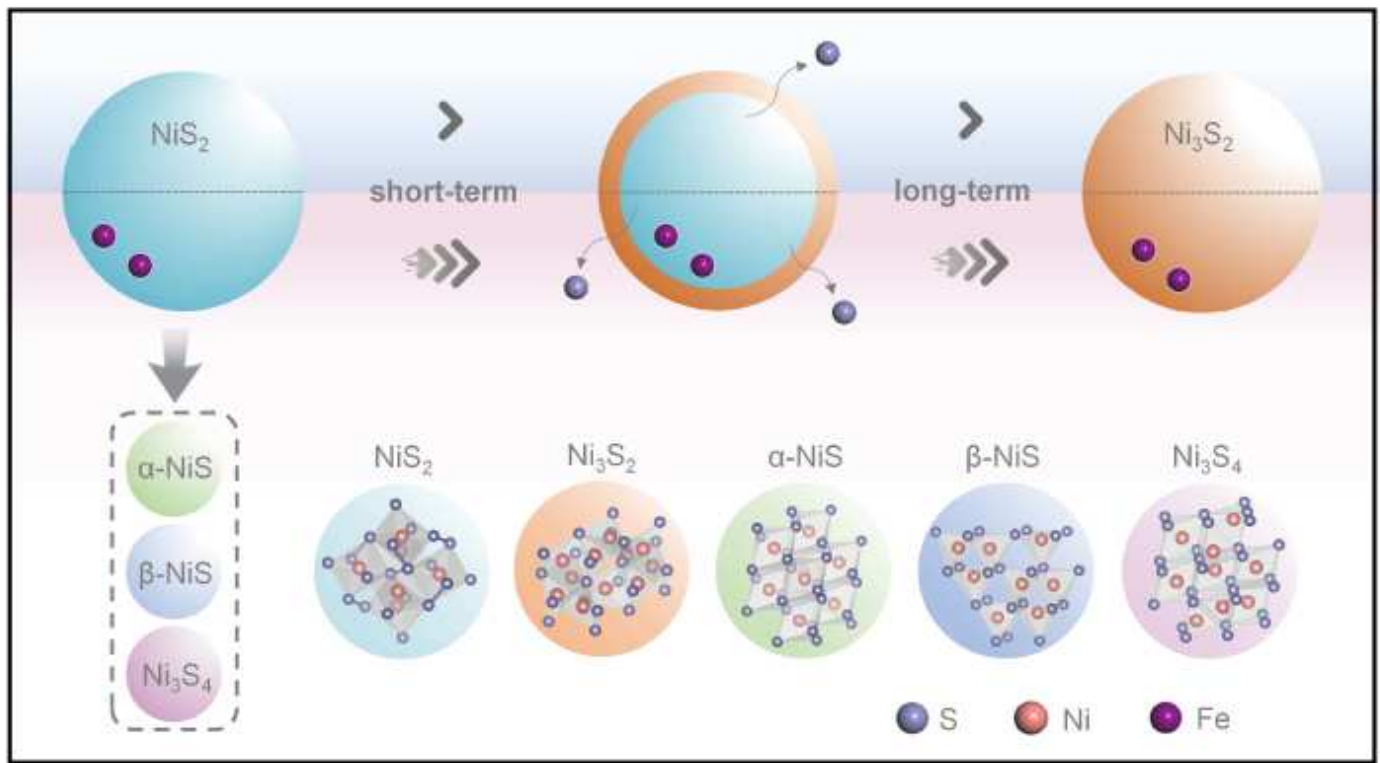


Figure 1

Schematic illustration of dynamic reconstruction of multivalent nickel sulfide HER catalysts.

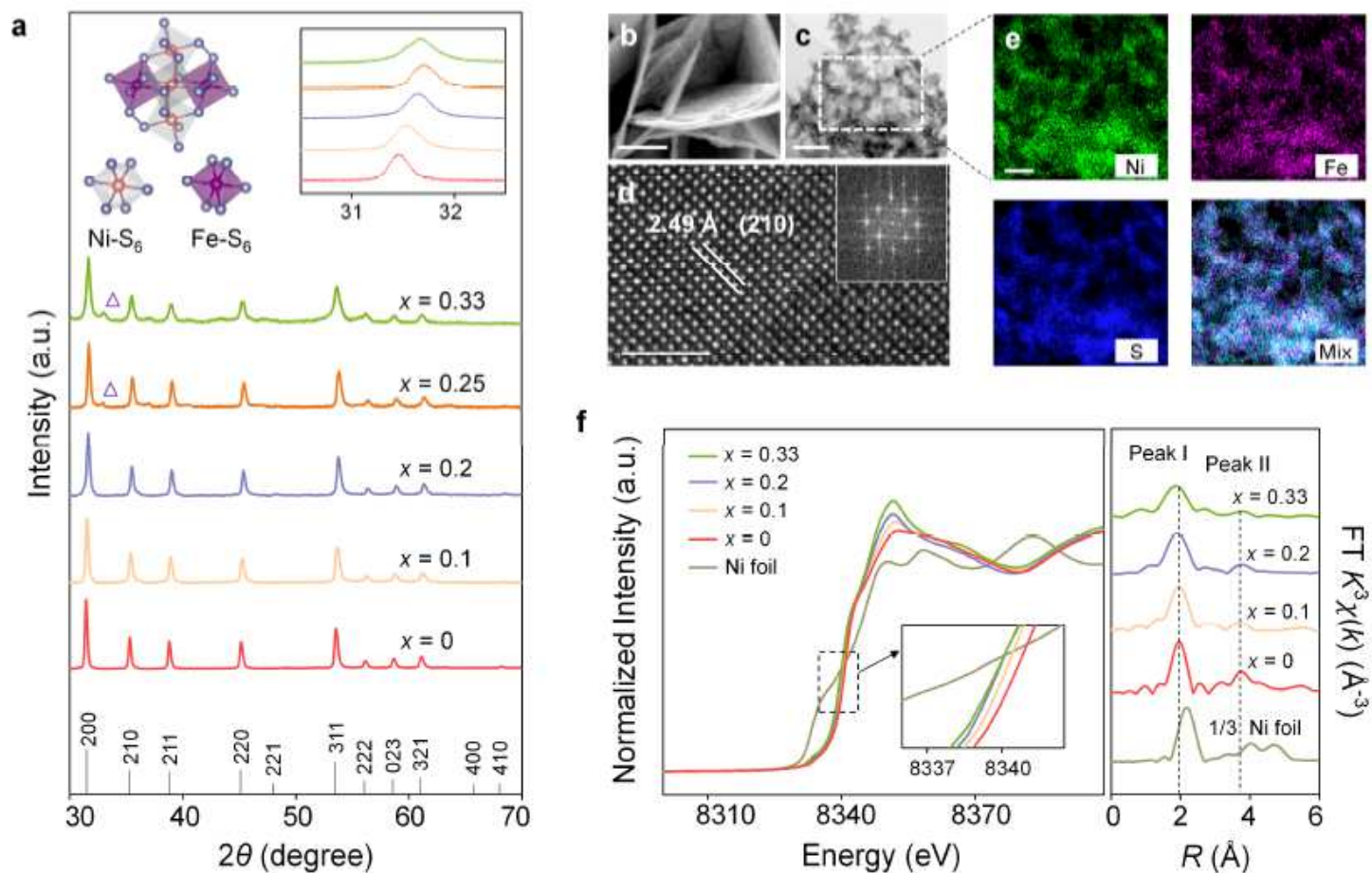


Figure 2

Structural characterizations of as-prepared $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ catalysts. a, Powder XRD patterns of synthesized $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0 \sim 0.33$) samples. Inset, schematics of the composition of Fe substituted nickel disulfides and the magnified XRD patterns in the range between 30 and 33. The triangle symbols represent diffraction peak of FeS_2 structure. b, Top-view SEM image of the $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$. Scale bar, 1 μm . c, TEM image of $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$. Scale bar, 100 nm. d, High-resolution TEM image of $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{S}_2$. Scale bar, 2 nm. The fast Fourier transform is shown in the inset of (d) confirms the crystalline nature of the bulk material. e, The corresponding EDS elemental mappings of Ni, Fe, S and the mixed elemental mapping. Scale bar, 50 nm. f, Normalized Ni K-edge XANES analysis (left axis) of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ samples with Ni foil as reference, as well as the corresponding k^3 -weighted Fourier transform (FT) Ni K-edge EXAFS spectra (right axis). Inset, Magnified pre-edge XANES region. Peaks I and II in the FT-EXAFS plots are assigned to Ni-S and Ni-Ni radial distances, respectively.

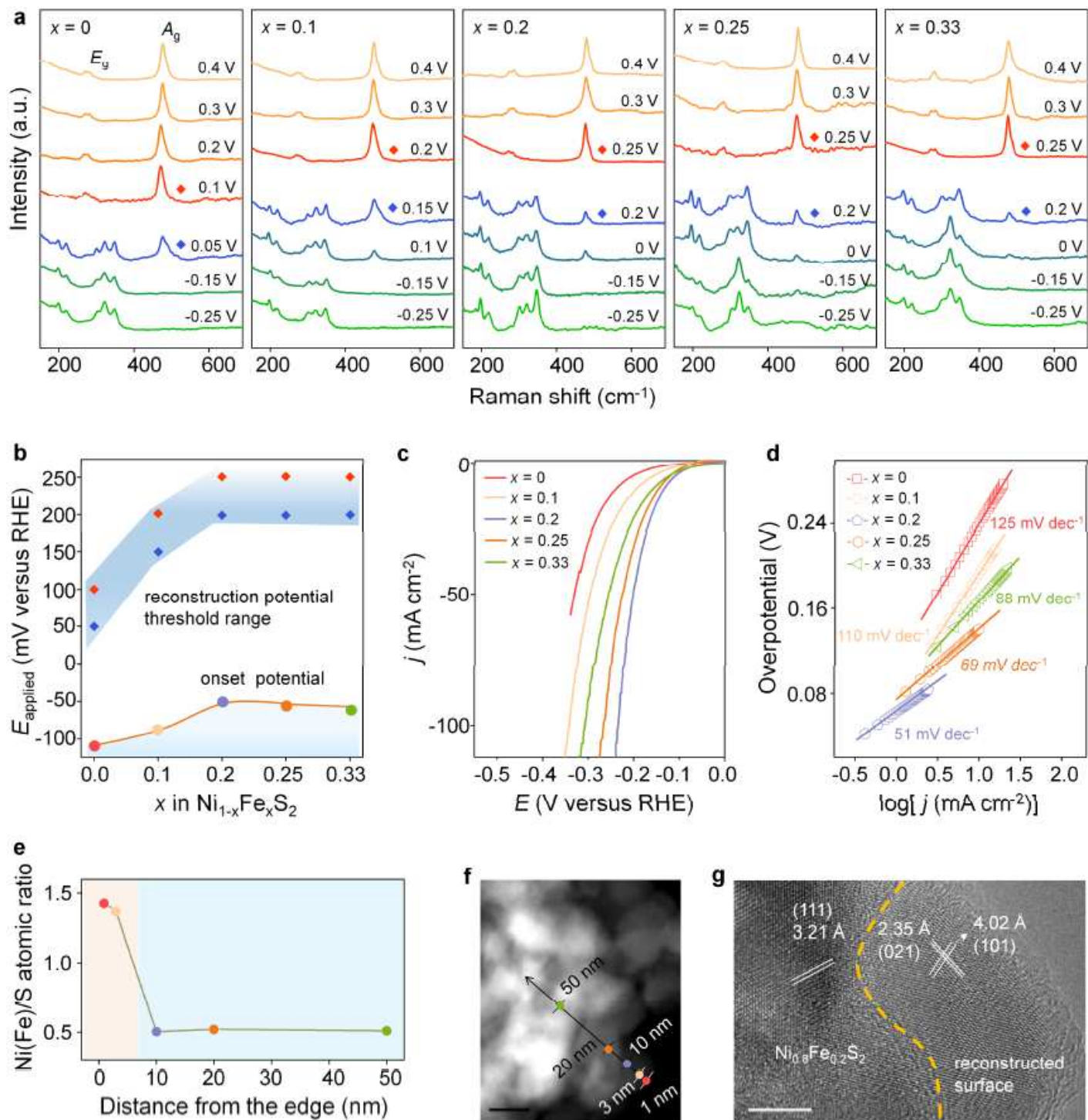


Figure 3

In-situ investigation of dynamic surface reconstruction process and HER performances of catalysts. a, In-situ Raman spectra of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0 \sim 0.33$) samples at the potentials of 0.4~0.25 V versus reversible hydrogen electrode (vs. RHE) in 1M KOH. b, The surface reconstruction potential threshold range for $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ ($x \approx 0 \sim 0.33$) samples, and the corresponding onset potentials of hydrogen evolution are plotted to show the dynamic correlation of structure-activity. The red diamond dots represent the final potential of existence for Raman peaks of $\text{Ni}_{1-x}\text{Fe}_x\text{S}_2$ structures, and the blue diamond dots stand for the

potential of emerging of Ni₃S₂ Raman peaks. c, HER polarization curves of Ni_{1-x}Fe_xS₂ catalysts on carbon fiber paper in N₂-saturated 1M KOH at a scan rate of 5 mV s⁻¹, d, Corresponding HER Tafel plots derived from the polarization curves. e, f, Elemental composition of post-electrolysis Ni_{0.8}Fe_{0.2}S₂ determined from EDS at a series of spots along a line from the crystallite edge to the bulk reveals the variation in Ni(Fe):S composition across the crystallite, the marked points in (f) denote the scanning distance along the pathway in nm. g, HRTEM image of post-electrolysis Ni_{0.8}Fe_{0.2}S₂. The scale bars are 20 nm in (f), 5 nm in (g).

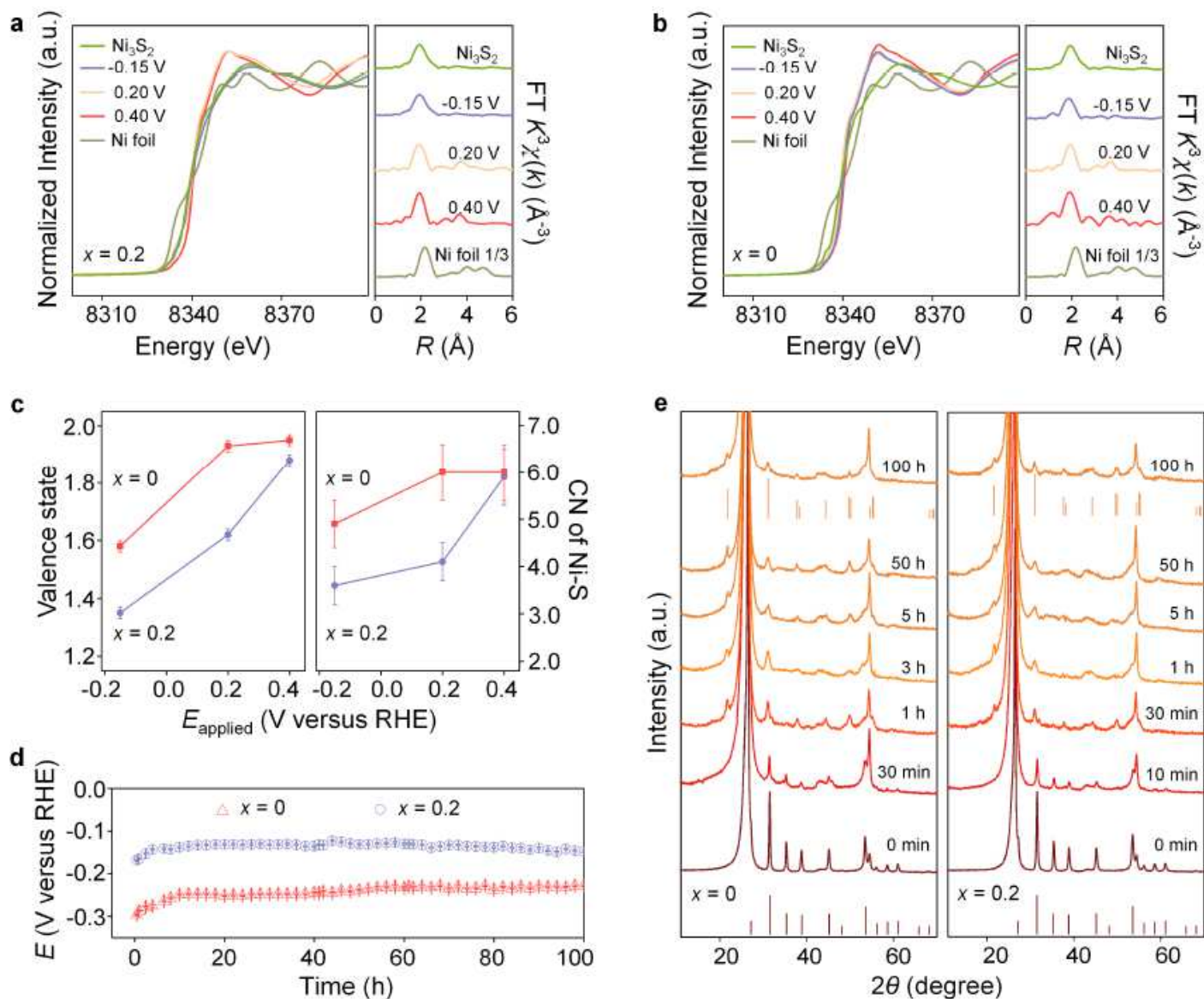


Figure 4

Operando XAFS spectra and long-term operation characterization of catalysts. a, b, Normalized operando Ni K-edge XANES analysis (left axis) at 0.40, 0.20, and -0.15 V (vs. RHE) with Ni Foil and standard Ni₃S₂ powder (Alfa Aesar) as reference, as well as the corresponding operando FT k₃-weighted Ni K-edge EXAFS (right axis): Ni_{0.8}Fe_{0.2}S₂ (a) and NiS₂ (b). c, Left axis, the fitted average valence states of nickel element from XANES spectra for NiS₂ and Ni_{0.8}Fe_{0.2}S₂. Error bars represent the standard deviation from

at least three independent measurements. The right axis show the changes of coordination number (CN) for Ni-S corresponding to the applied potentials. d, Chronopotentiometric curves obtained with Ni_{0.8}Fe_{0.2}S₂ and NiS₂ at constant current density of 10 mA cm⁻². e, XRD patterns of catalysts after the operation of HER instantly at 10 mA cm⁻² during 100 h. The 2θ peaks of ~26.5° and 54.5° stand for the carbon fiber paper substrates.

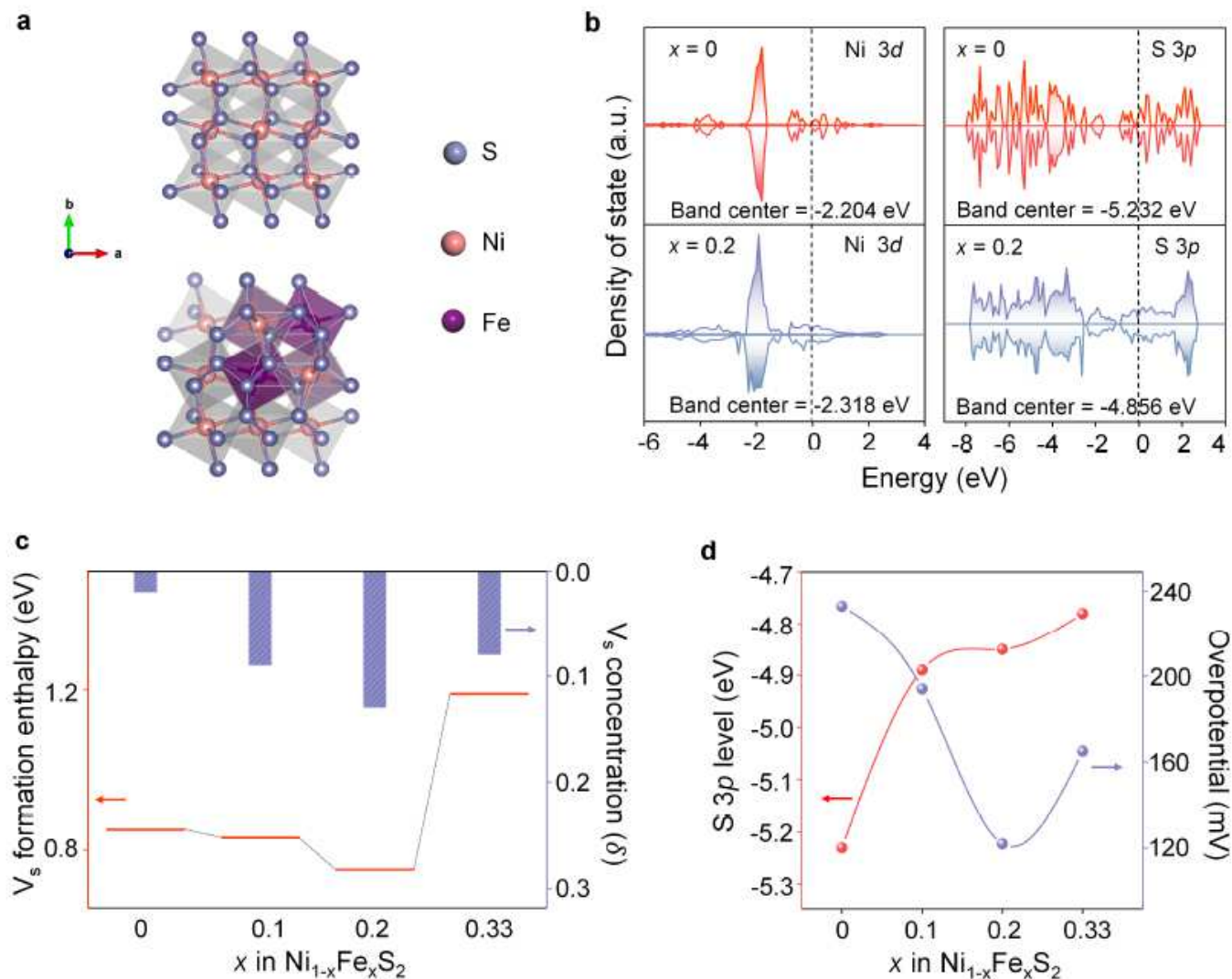


Figure 5

Electronic interpretation of the effect of Fe substitution on catalyst evolution. a, Computational models of Ni_{1-x}Fe_xS₂: top, x = 0; bottom, x = 0.2. b, Computed Ni 3d, S 3p PDOS of Ni_{1-x}Fe_xS₂ (x = 0.0, 0.2). c, Calculated sulphur vacancy (VS) formation enthalpy and sulphur vacancy concentration (δ) of the samples for Ni_{1-x}Fe_xS₂ (x = 0.0, 0.1, 0.2, 0.33). d, Computed S 3p level related to the overpotential of Ni_{1-x}Fe_xS₂ (x = 0.0, 0.1, 0.2, 0.33) @ 10 mA cm⁻².

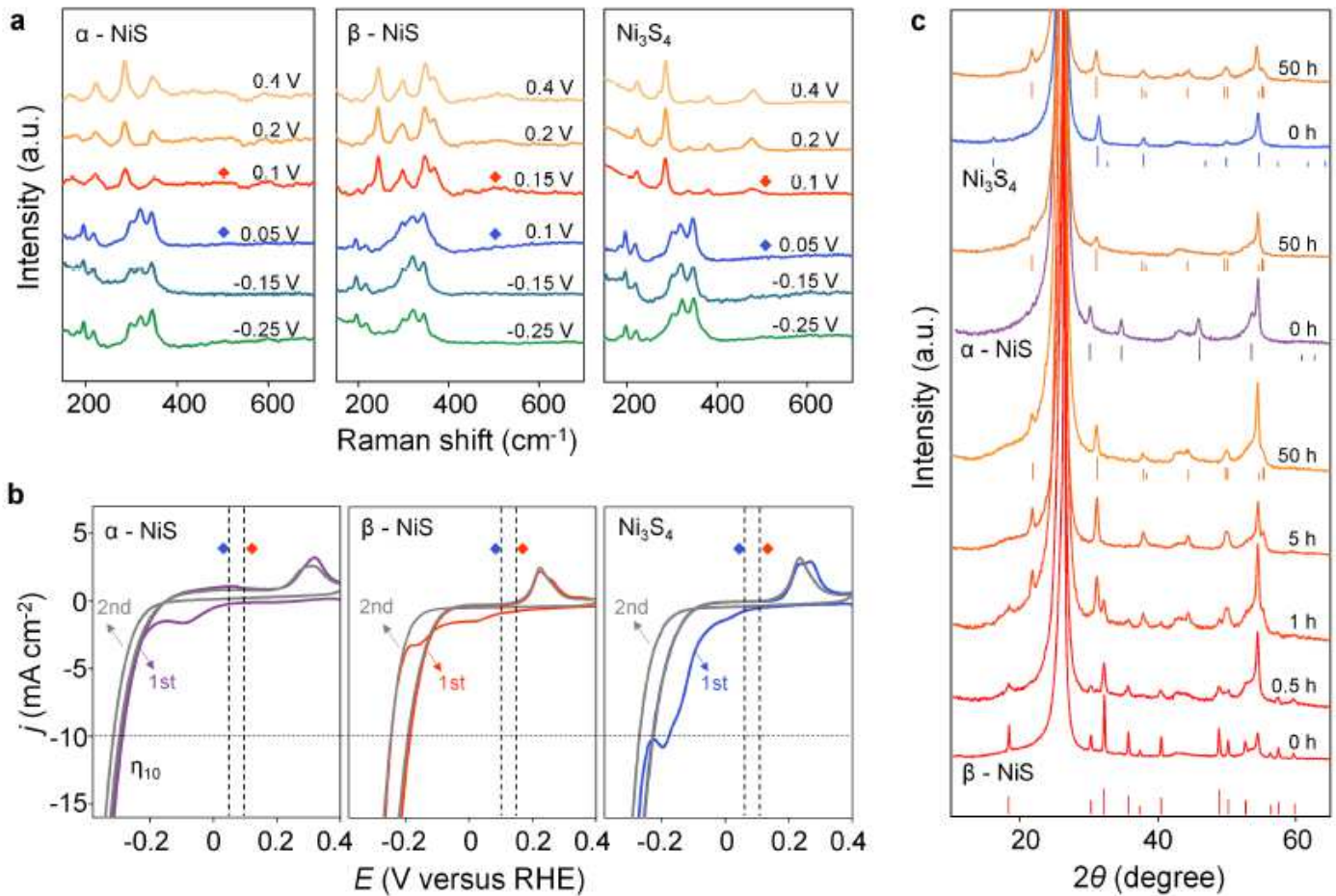


Figure 6

Dynamic structural evolution characterization of α -NiS, β -NiS and Ni_3S_4 catalysts. a, In-situ Raman spectra of nickel sulfides at the potentials of 0.4~ -0.25 V (vs. RHE) in 1M KOH for α -NiS, β -NiS and Ni_3S_4 . b, Cyclic voltammograms of α -NiS, β -NiS and Ni_3S_4 in N_2 -saturated 1 M KOH with a scan rate of 2 mV s^{-1} between 0.4 and -0.4 V (vs. RHE). The red diamond dots represent the final potential of existence for α -NiS, β -NiS and Ni_3S_4 Raman peaks, and the blue diamond dots stand for the potential of emerging of Ni_3S_2 Raman peaks. c, XRD patterns of catalysts after the operation of HER instantly at constant current density of 10 mA cm^{-2} .