## Catalytic H<sub>2</sub> Evolution/Oxidation in [FeFe]-hydrogenase biomimetics: account from DFT on the interplay of related issues and proposed solutions.

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## S1. Effect of the nature and number of P ligands installed on the Fe<sub>2</sub> core on $\Delta E^{\circ}$ gap.

Upon 1e reduction, repulsions originated by Et's groups are removed and strain is alleviated, but only in  $\mu$ -H isomers, in which the breaking of one Fe-H and Fe-Fe bonds occurs, allowing the Fe moieties to move apart. The bulky PEt<sub>3</sub>'s have thus more space to be accommodated, a situation described as "US" (shorthand form for "unstrained").

In contrast, the reduction of 4-PEt<sub>3</sub> t-H does not alleviate the steric strain, that still affects Fe<sup>II</sup>Fe<sup>I</sup> products: the origin of this difference resides in the  $\mu$ -CO that is present *exclusively* in t-H. Conceivably, four P ligands provide each Fe with large amount of electron density to back-donate to the strong  $\pi$ -acceptor CO. Moreover,  $\mu$ -CO in the 4-PEt<sub>3</sub> t-H is trans oriented to a strong  $\sigma$  donor per Fe, which better funnels electron density into Fe- $\mu$ C(O)-Fe bonds. These strong interactions hold together the two Fe subunits, impeding to release repulsions, in sharp contrast to what occurring in  $\mu$ -H isomers.

The non-obvious opposite reductive behavior ( $\Delta E^{\circ}gap > 0$ ) in similar 4-PMe<sub>3</sub> has been justified by a lower crowding experienced by PMe<sub>3</sub> vs PEt<sub>3</sub>, once the two ligands have been installed in metal coordination.

## S2. Effect of a strong $\sigma$ -donor apically bound at Fe on $\Delta E^{\circ}$ gap.

As an example, replacing  $CH_3S^-$  at  $Fe_p$  by a CO leads to  $\Delta E^\circ$ gap >0, regardless of the presence of four PEt<sub>3</sub> in the other coordination positions. It can be noted that the most stable isomer in such case features the CO in Fe basal position. As mentioned before,  $L_{ap}$  is crucial to convey further electron density into Fe orbitals, that in turn  $\pi$ -back donate it to the bridging CO. This makes one Fe-CO bond stronger in t-H.

Notably, models with a neutrally charged  $\sigma$ -donor (e.g., NHC) replacing CH<sub>3</sub>S<sup>-</sup> still feature  $\Delta E^{\circ}$ gap < 0, despite being starting t-H not subject to steric destabilization (US). Structural parameters (Fe-H, Fe-Fe and Fe-P distances) clearly show that t-H's with neutral L<sub>ap</sub> have the two Fe subunits quite separated already at the Fe<sup>II</sup>Fe<sup>II</sup> state, thus resulting *stable before and after reduction*. This is compatible with the less electron density pushed by neutral ligands into the Fe-µCO bond in trans to bis-carbene (L<sub>ap</sub>).

The  $\sigma$ -donating power of L<sub>ap</sub> and the Fe-µCO-Fe bond strength are directly related and this explains why diferrous L<sub>ap</sub> = CH<sub>3</sub>S<sup>-</sup> instance features compact and strained structure, whereas L<sub>ap</sub> = (neutral donors) do not. Unexpectedly, species with L<sub>ap</sub>=CO (weak  $\sigma$ -donor; strong  $\pi$ -acceptor) feature the same US t-H structure as L<sub>ap</sub> = NHC, but opposite reductive behavior.

Unexpectedly (see the body text of the main discussion), species with L<sub>ap</sub>=CO (weak  $\sigma$ -donor; strong  $\pi$ -acceptor) feature the same US t-H structure as Lap=NHC, but opposite reductive behavior, i.e.,  $\Delta E^{\circ}$ gap >0. The apparent contradiction requires considering the electronic properties that coordinated L's have on the Fe-Fe, rather than the Fe-µCO-Fe bond strength (see Scheme S1). Although in ferrous species the 18-electron rule would formally require a genuine Fe-Fe bond formation, one may argue that in very electron rich metal cores (as in the case of L<sub>ap</sub>=donors) such requisite is less strictly necessary, due to some compensation brought by strong donors. In contrast, with CO, Fe is clearly electron poorer, so that the electron counting entails Fe-Fe bond formation. In such case, therefore, the steric strain in t-H is essentially due to a relatively strong Fe-Fe bond. The subsequent reduction alleviates the strain, because the Fe-Fe bond is relatively weaker than the Fe-CO bond of the more electron rich derivatives.



**Scheme S1.** Electron donating/accepting influence on key bonds that govern the repulsive strain presence (absence) in oxidized diiron structures.

A generalized picture of the "strain release/retention" model is:  $\Delta E^{\circ}$  gap </> 0 ultimately depends on change/retention that the initial strain state (S/US) of t-H and  $\mu$ -H of a given species manifests upon reduction. As an example,  $\Delta E^{\circ}$  gap < 0 can be obtained both by  $[(S \rightarrow US)_{\mu H}/(S \rightarrow S)_{tH}]$  and " $[(S \rightarrow US)_{\mu H}/(US \rightarrow US)_{tH}]$ ".