

**Supplementary Materials for**  
**Optimization of oxygen evolution activity by tuning  $e_g^*$  band broadening in**  
**nickel oxyhydroxide**

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## Materials and Methods

**Materials.** Ni(NO<sub>3</sub>)<sub>3</sub>·6H<sub>2</sub>O, Fe(NO<sub>3</sub>)<sub>3</sub>·9H<sub>2</sub>O, Urea, Sulfur, Selenium, Sodium phosphate monobasic, Potassium sulfate, Sodium selenite, and 5wt.% Nafion solution were purchased from the Sigma-Aldrich. These chemicals were reagent grade and used without further purification.

### Synthesis of the X-Ni(OH)<sub>2</sub> (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>)

- (1) **Synthesis of Ni(OH)<sub>2</sub> on carbon cloth.** The Ni(OH)<sub>2</sub> was grown on the carbon cloth via a facile hydrothermal method. Before that, the carbon cloth was pre-treated under 500 °C for 1h in the air condition and dealt with Ultra-Violet Ozone for 30 min to make it fully hydrophilic. Next, 2mmol Ni(NO<sub>3</sub>)<sub>3</sub>·6H<sub>2</sub>O, 10mmol Urea were added into 35 mL DI water and stirred for 15 min to form uniform solution. One piece of carbon cloth with size of 2 cm × 3 cm was immersed into the solution. Then, they were transferred into a 50 mL Teflon-lined stainless-steel autoclave and kept at 120 °C for 10h. The obtained Ni(OH)<sub>2</sub> was then washed by DI water for three times to remove the solution and loosely adhered Ni(OH)<sub>2</sub> powder. Finally, the Ni(OH)<sub>2</sub> was dried under 70 °C in air for 4h.
- (2) **Preparation of NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>.** When preparing NiS<sub>2</sub>, the 2 cm × 3 cm carbon cloth loaded Ni(OH)<sub>2</sub> sample was placed at the downstream position in the crucible, while 400 mg sulfur powder was placed at the upstream position. The sample was kept at 400 °C for 2h under N<sub>2</sub> atmosphere and then cool down to temperature. After that, the obtained NiS<sub>2</sub> was washed using DI water and dried at 70 °C for 1h. The synthesis procedures of NiSe<sub>2</sub> and Ni<sub>5</sub>P<sub>4</sub> were the same as that of NiS<sub>2</sub>, except that the anion source was selenium and NaH<sub>2</sub>PO<sub>4</sub> powder, respectively.
- (3) **Electrochemical-oxidation of NiS<sub>2</sub>, NiSe<sub>2</sub>, and Ni<sub>5</sub>P<sub>4</sub> in 1 M KOH.** The electro-oxidation process was conducted under 10 mA cm<sup>-2</sup> for 10h, with 1M KOH as the electrolyte, NiS<sub>2</sub> (NiSe<sub>2</sub>, or Ni<sub>5</sub>P<sub>4</sub>) as the working electrode, Pt as the counter electrode, and Hg/HgO electrode as the reference electrode. The final product was denoted as X-NiOOH (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>).
- (4) **Collection of X-Ni(OH)<sub>2</sub> (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) powder.** The X-NiOOH (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) samples were washed in DI water for several times to remove the residual impurity species. Then, the samples were immersed into the absolute ethanol solution for 1h to fully transfer the NiOOH to Ni(OH)<sub>2</sub>. Next, the X-Ni(OH)<sub>2</sub> (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) powder in absolute ethanol solution was obtained through a sonication process. After standing still for 1h, the upper solution was separated and dried at 70 °C for 24h. After that, the X-Ni(OH)<sub>2</sub> (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) powder was collected.
- (5) **Preparation of NiFe LDH.** The NiFe LDH was grown on the carbon cloth via the same hydrothermal process as the synthesis of Ni(OH)<sub>2</sub>.

**Removal of Fe impurity.** The 1M KOH solution was purified to remove Fe impurity before use. The procedure was as follows: First, 0.5 g Ni(NO<sub>3</sub>)<sub>3</sub>·6H<sub>2</sub>O powder was added into 30 mL 1M KOH solution, forming Ni(OH)<sub>2</sub> precipitation. Next, the suspension was centrifuged at 10000 r/min for 3 times. The centrifugation process was repeated for 3 times. Then, the obtained Ni(OH)<sub>2</sub> powder was added into 50 mL KOH solution and mechanically agitated for 10 min. After standing still for

24h, the suspension was centrifuged with the KOH supernatant decanted into a clean electrochemical cell for use.

**Material Characterizations.** The XRD patterns were measured by a Bruker D8 X-ray diffractometer where the Cu K $\alpha$  radiation ( $\lambda=1.5406\text{\AA}$ ) was equipped. The SEM images were obtained using ZEISS SEM Supra 40. The Raman spectra were recorded by a Raman Spectrophotometer with an excitation wavelength of 514.4 nm. The XPS was measured by a Kratos Analytical Axis Ultra DLD UHV spectrometer equipped with Al K $\alpha$  X-ray irradiation source (1486.6 eV). Nickel K-edge X-ray absorption fine structure (XAFS) spectra were recorded at the XAFCA beamline at the Singapore Synchrotron Light Source (SSLS) under transmission mode where the storage ring is running at 0.7 GeV with current nearly 200mA.<sup>1</sup> The energy calibrations were finished by using standard Nickel foil. The  $k^2$ -weighted Fourier transforms were conducted using the Hanning window function for the EXAFS results, with the  $k$ -range of 2.5-10.5 $\text{\AA}^{-1}$ . The Nickel  $L_{2,3}$ -edge and Oxygen K-edge Near-edge X-ray absorption fine structure (NEXAFS) spectra were also recorded at the SUV beamline of SSLS. The data was collected under total electron yield mode with the photon energy resolution of 350 meV. The photon energy was calibrated through the characteristic intensity dip based on the contamination carbon of the beamline optical components at 284.4 eV. The NEXAFS data was normalized to the incident photon intensity ( $I_0$ ) monitored by the focusing mirror. The particle size analysis was conducted via Zetasizer.

#### **Electrochemical measurements.**

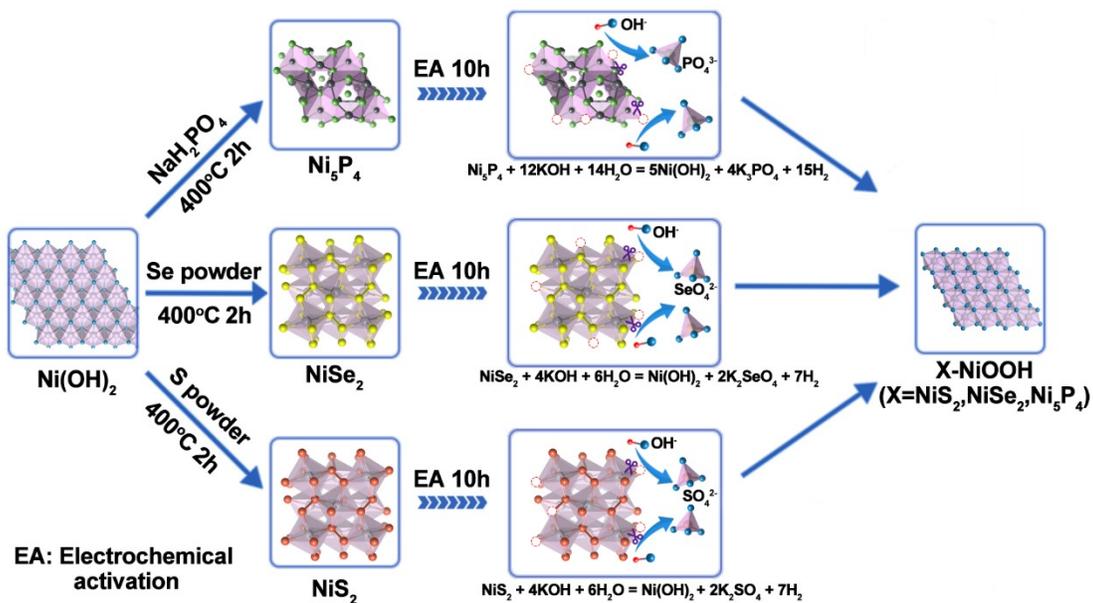
All the electrochemical measurements were performed using an electrochemical workstation (VPM3, BiO-logic Inc) in a three-electrode setup in 1M KOH. The workstation is equipped with built-in electrochemical impedance spectroscopy (EIS) analyser. The working electrode was the X-NiOOH (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>). The Hg/HgO was chosen as the reference electrode. The Pt was used as the counter electrode. The linear scan voltammetry (LSV) was measured at scan rate 0.1 mV s<sup>-1</sup>. The Tafel plots were derived by plotting the overpotential  $\eta$ (mV) versus the log current density(log[J]). The Tafel slope was obtained via linearly fitting the linear portion of the Tafel plots according to the Tafel equation ( $\eta =b \log[J] +a$ ,  $b$  is the Tafel slope). The potential electrochemical impedance spectroscopy (EIS) measurements were conducted at open circuit potential with the frequency set from 10 mHz to 100 kHz.

**Electrochemically surface area.** The electrochemically surface area (ECSA) data was evaluated from recording the electrochemical double-layer capacitance of the catalyst via cyclic voltammograms (CVs). Here, the potential range was set at 0.02-0.12 V (versus Hg/HgO) to avoid the Faradaic process. The CVs were conducted in the quiescent electrolyte with the potential swept across the set potential range with at 6 scan rates 5, 10, 20, 30, 40, 50 mV s<sup>-1</sup>. The charging current was plotted versus scan rate and a straight line could be derived with the slope value equalled to the double-layer capacitance ( $C_{dl}$ ). The ECSA was obtained by dividing the  $C_{dl}$  to the specific capacitance  $C_s = 0.04 \text{ mF cm}^{-2}$ .

**Pulse-voltammetry test.**<sup>3</sup> For preparing glassy carbon electrode, 4 mg of the collected X-Ni(OH)<sub>2</sub>(X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) powder was added into the 750  $\mu\text{L}$  DI water, 250  $\mu\text{L}$  isopropanol and 20  $\mu\text{L}$  (5wt.%) Nafion solution followed by at least 60 min sonication to obtain a uniform ink. Then 10  $\mu\text{L}$  of the ink was pipetted onto the glassy carbon (loading mass:0.516 mg cm<sup>-2</sup>) and air dried at room-temperature for 12 h before electrochemical tests. Before the pulse voltammetry (P-V) test, an electrochemical activation process under 10 mA cm<sup>-2</sup> for 1h in 1M KOH electrolyte was applied for the samples coated on the glassy carbon electrode. The potential was set firstly at a low potential ( $E_l$ ) for 6s, then turned to a higher potential ( $E_h$ ) for 6s before back to  $E_l$  for 6s.

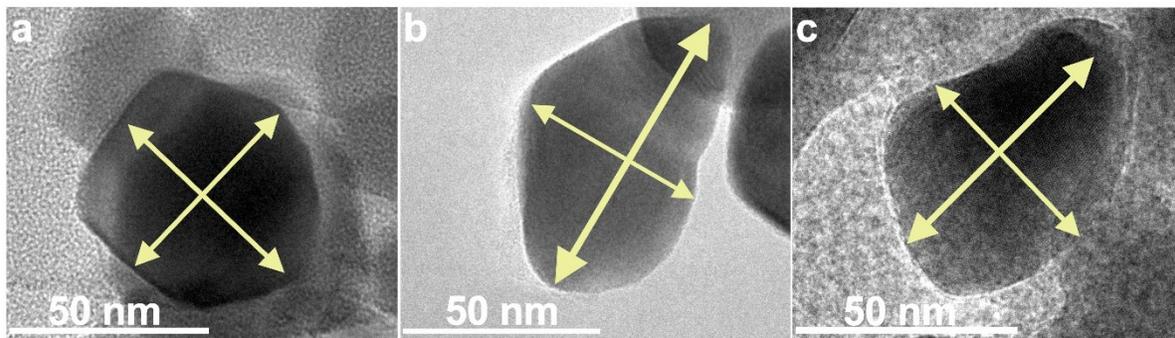
This cycle was repeated while increasing  $E_h$  from 1.42 V to 1.68 V versus RHE in 20 mV/step with constant  $E_l = 1.4$  V. The transferred charge normalized to ECSA during each cycle was evaluated by integrating the current pulse/ECSA over time.

**Computational method.** All calculations were conducted via the DFT with the generalized Perdew-Burke-Ernzerhof (PBE), and the projector augmented-wave (PAW) pseudopotential planewave method as implemented in the Vienna *ab initio* Simulation Package (VASP) code. The X-Ni(OH)<sub>2</sub> (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) and benchmark Ni(OH)<sub>2</sub> construction are based on the fitted Ni-O bond distances results. (Table. S2)



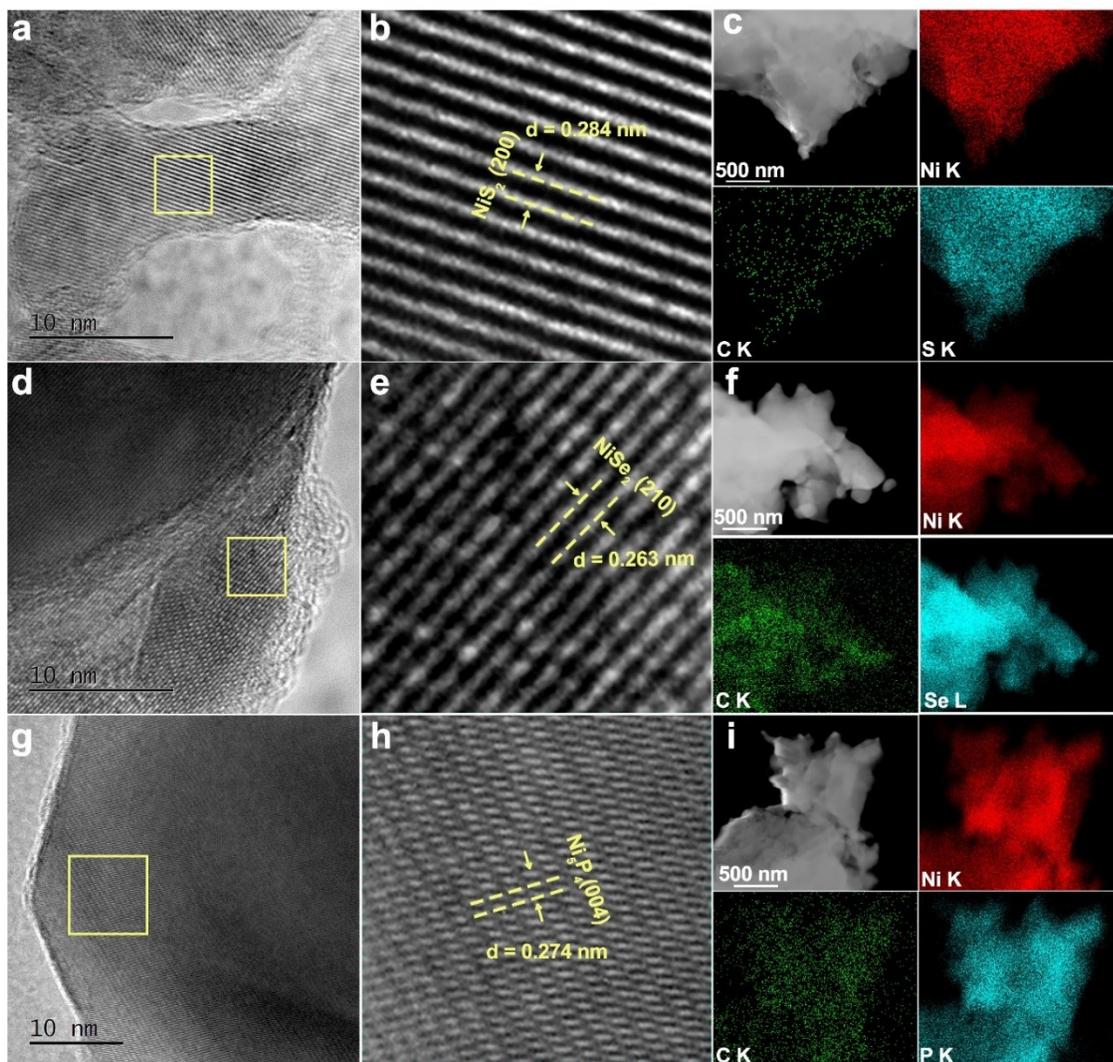
**Fig. S1.**

Schematic illustration of the synthesis route for the NiS<sub>2</sub>/NiSe<sub>2</sub>/Ni<sub>5</sub>P<sub>4</sub>-NiOOH. All the experimental procedures are kept the same except for the anion source.



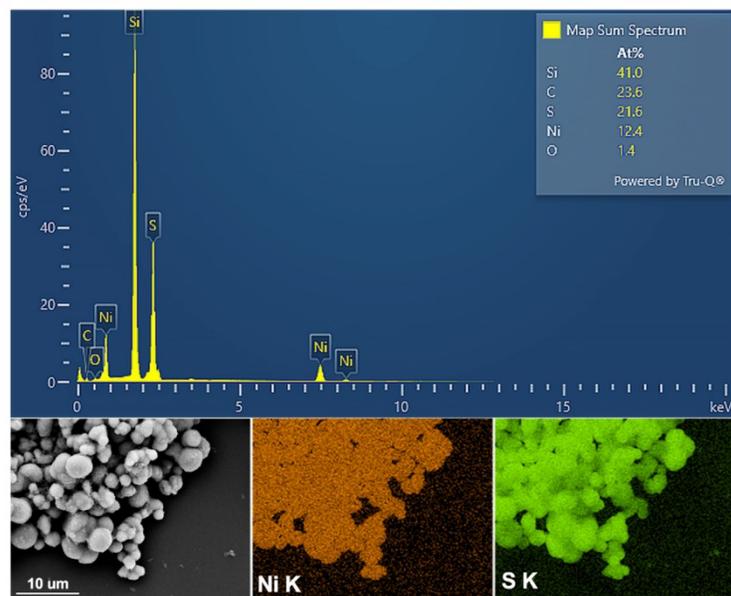
**Fig. S2.**

(a) TEM image of  $\text{NiS}_2$ , the estimated area of the highlighted particle was  $\sim 2931 \text{ nm}^2$ . (b) TEM image of  $\text{NiSe}_2$ , the estimated area of the highlighted particle was  $\sim 3011 \text{ nm}^2$ . (c) TEM image of  $\text{Ni}_5\text{P}_4$ , the estimated area of the highlighted particle was  $\sim 2734 \text{ nm}^2$ .

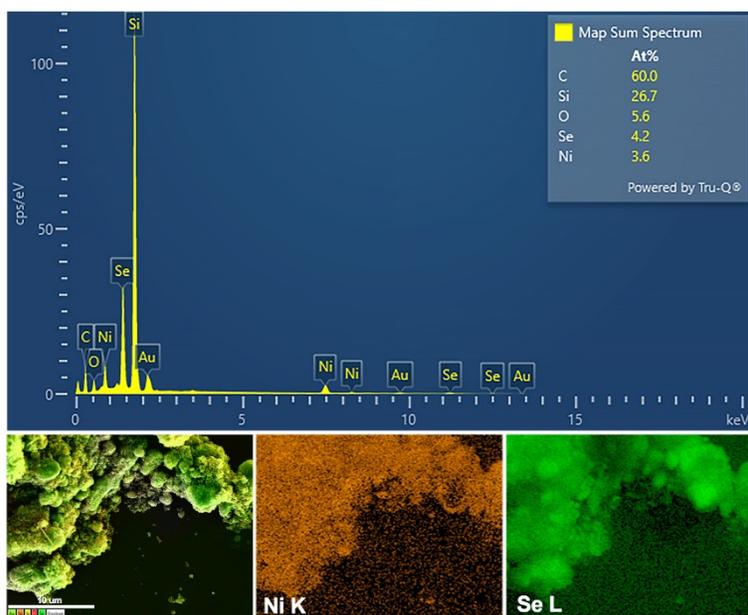


**Fig. S3.**

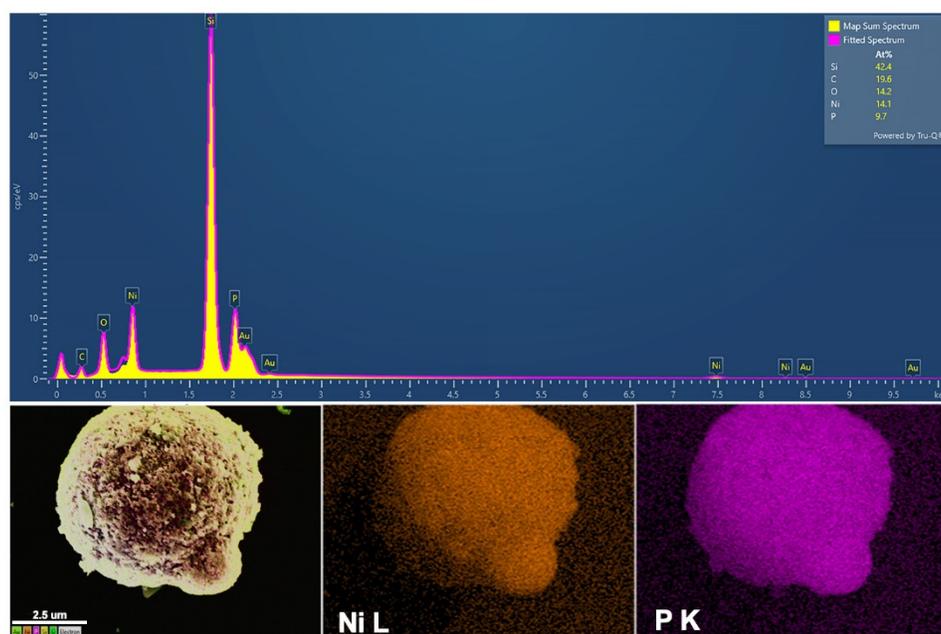
(a) HRTEM image of  $\text{NiS}_2$ . (b) magnified region as indicated by the rectangular area in (a). (c) TEM image and corresponding EDS elemental mapping of  $\text{NiS}_2$ . (d) HRTEM image of  $\text{NiSe}_2$ . (e) magnified region as indicated by the rectangular area in (d). (f) TEM image and corresponding EDS elemental mapping of  $\text{NiSe}_2$ . (g) HRTEM image of  $\text{Ni}_3\text{P}_4$ . (h) magnified region as indicated by the rectangular area in (g). (i) TEM image and corresponding EDS elemental mapping of  $\text{NiSe}_2$ .



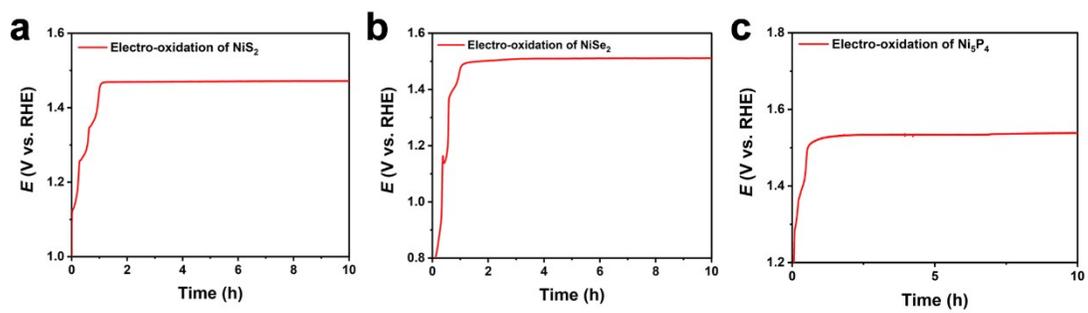
**Fig. S4.** SEM-EDS result of NiS<sub>2</sub> pre-catalyst. Uniform distributions of Ni and S were recorded.



**Fig. S5.** SEM-EDS result of NiSe<sub>2</sub> pre-catalyst. Uniform distributions of Ni and Se were recorded.

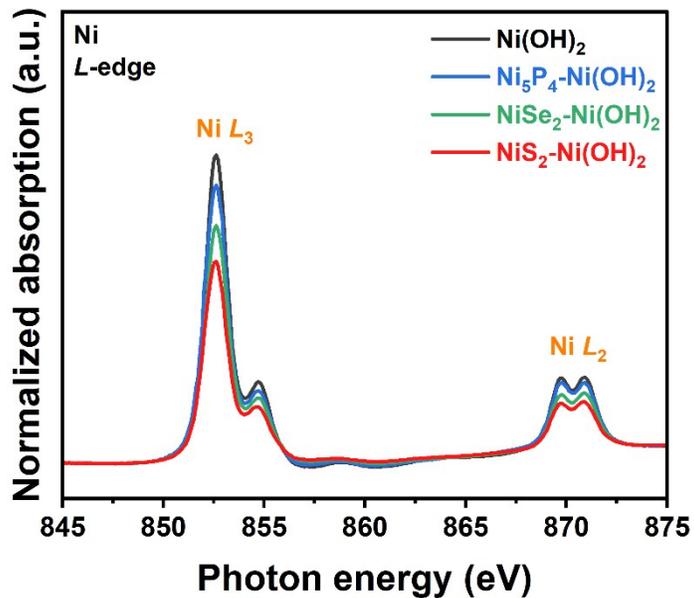


**Fig. S6.**  
SEM-EDS result of  $\text{Ni}_5\text{P}_4$  pre-catalyst. Uniform distributions of Ni and P were recorded.



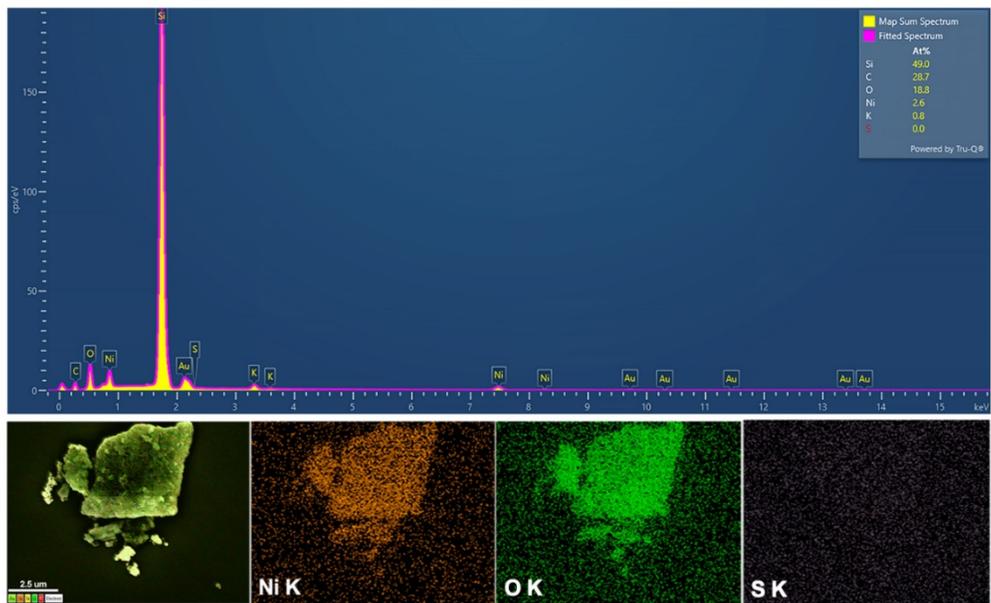
**Fig. S7.**

The electro-oxidation of prepared (a)  $\text{NiS}_2$ , (b)  $\text{NiSe}_2$ , (c)  $\text{Ni}_5\text{P}_4$  using Chronopotentiometry. The electro-oxidation current density is set as  $10 \text{ mA cm}^{-2}$ .

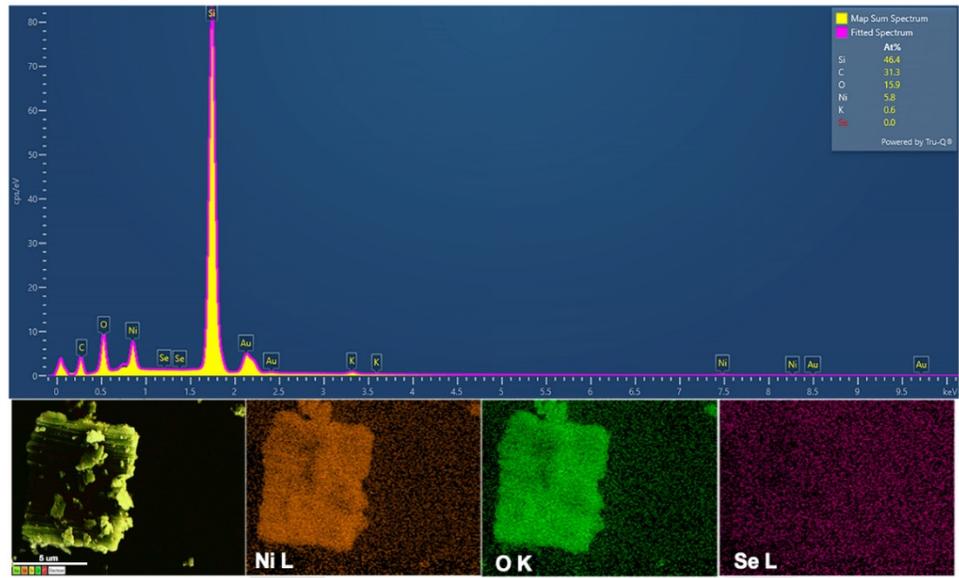


**Fig. S8. Ni  $L_{2,3}$ -edge spectra of X-Ni(OH)<sub>2</sub> (X=NiS<sub>2</sub>,NiSe<sub>2</sub>,Ni<sub>5</sub>P<sub>4</sub>) with Ni(OH)<sub>2</sub> as benchmark.**

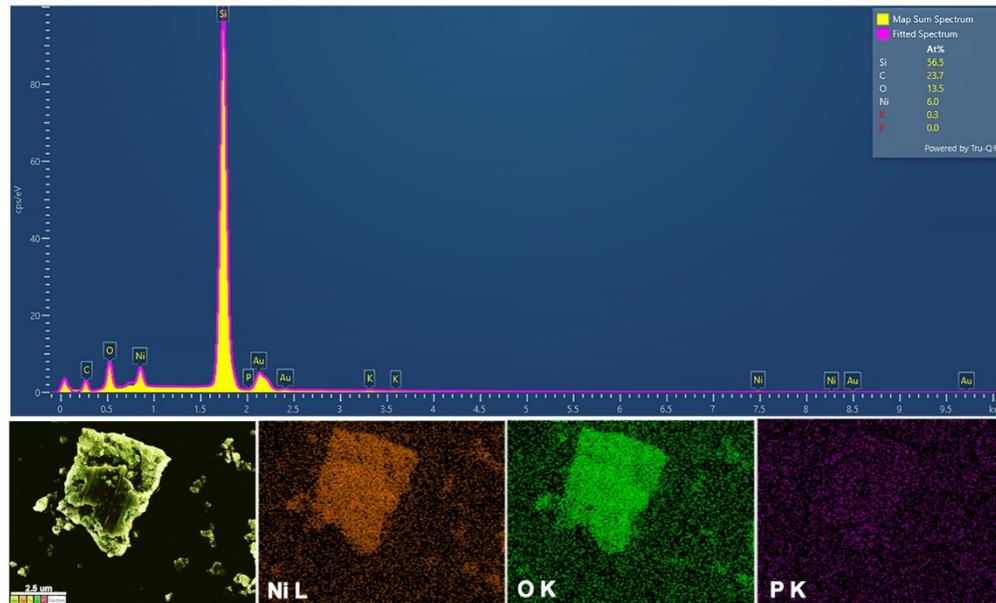
These X-Ni(OH)<sub>2</sub> all show quite similar profile in comparison with Ni(OH)<sub>2</sub>, indicating roughly all of the Ni atoms are arranged in the NiO<sub>6</sub> octahedral site.



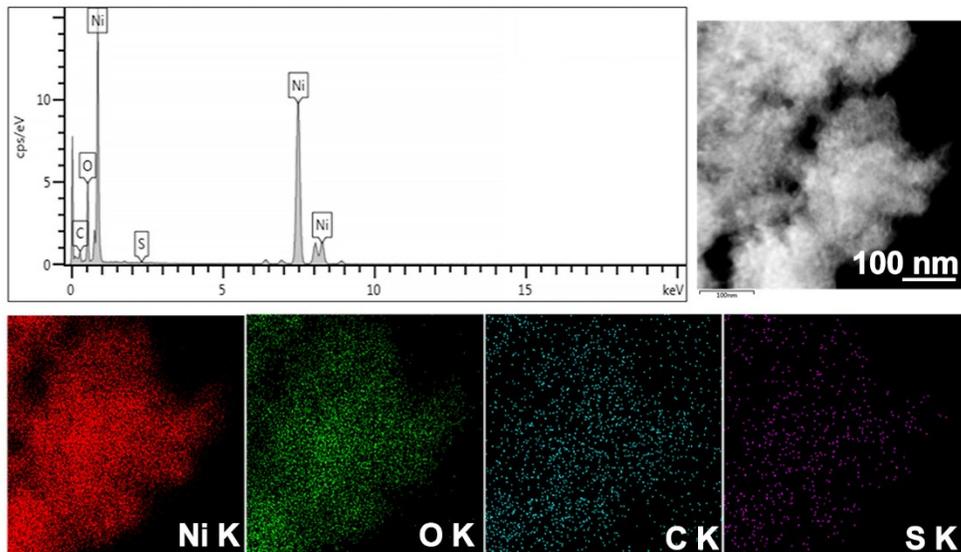
**Fig. S9.**  
SEM-EDS result of NiS<sub>2</sub>-Ni(OH)<sub>2</sub>. No S signal was detected.



**Fig. S10.**  
SEM-EDS result of  $\text{NiSe}_2\text{-Ni(OH)}_2$ . No Se signal was detected.

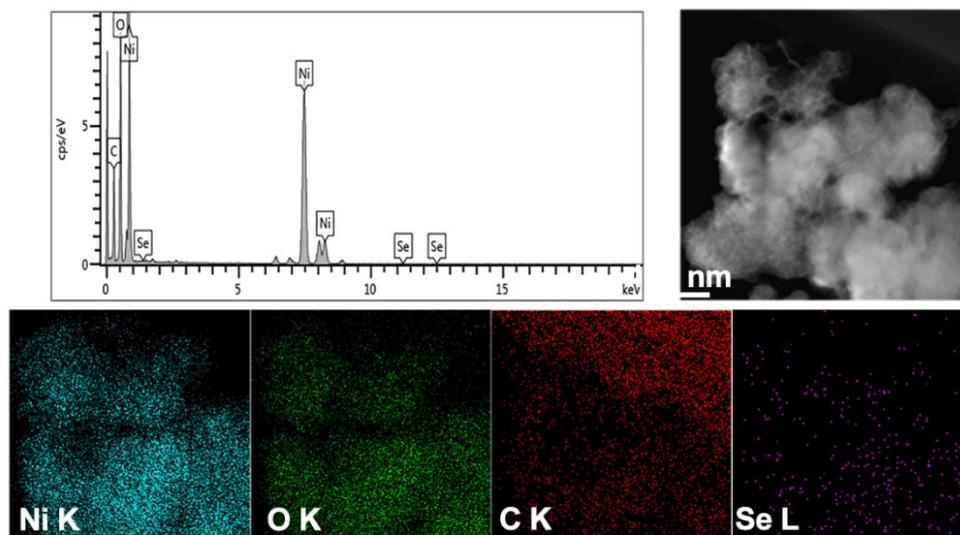


**Fig. S11.**  
SEM-EDS result of  $\text{Ni}_5\text{P}_4\text{-Ni(OH)}_2$ . No P signal was detected.



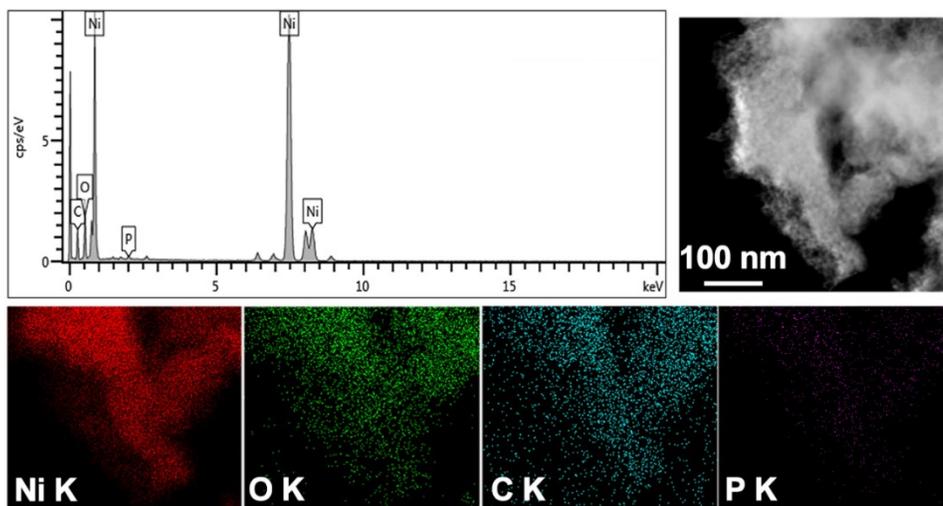
**Fig. S12.**

TEM-EDS result of  $\text{NiS}_2\text{-Ni(OH)}_2$ . The atomic Ni, O, C, and S compositions were 70.61%, 24.35%, 4.92%, and 0.12%, respectively.



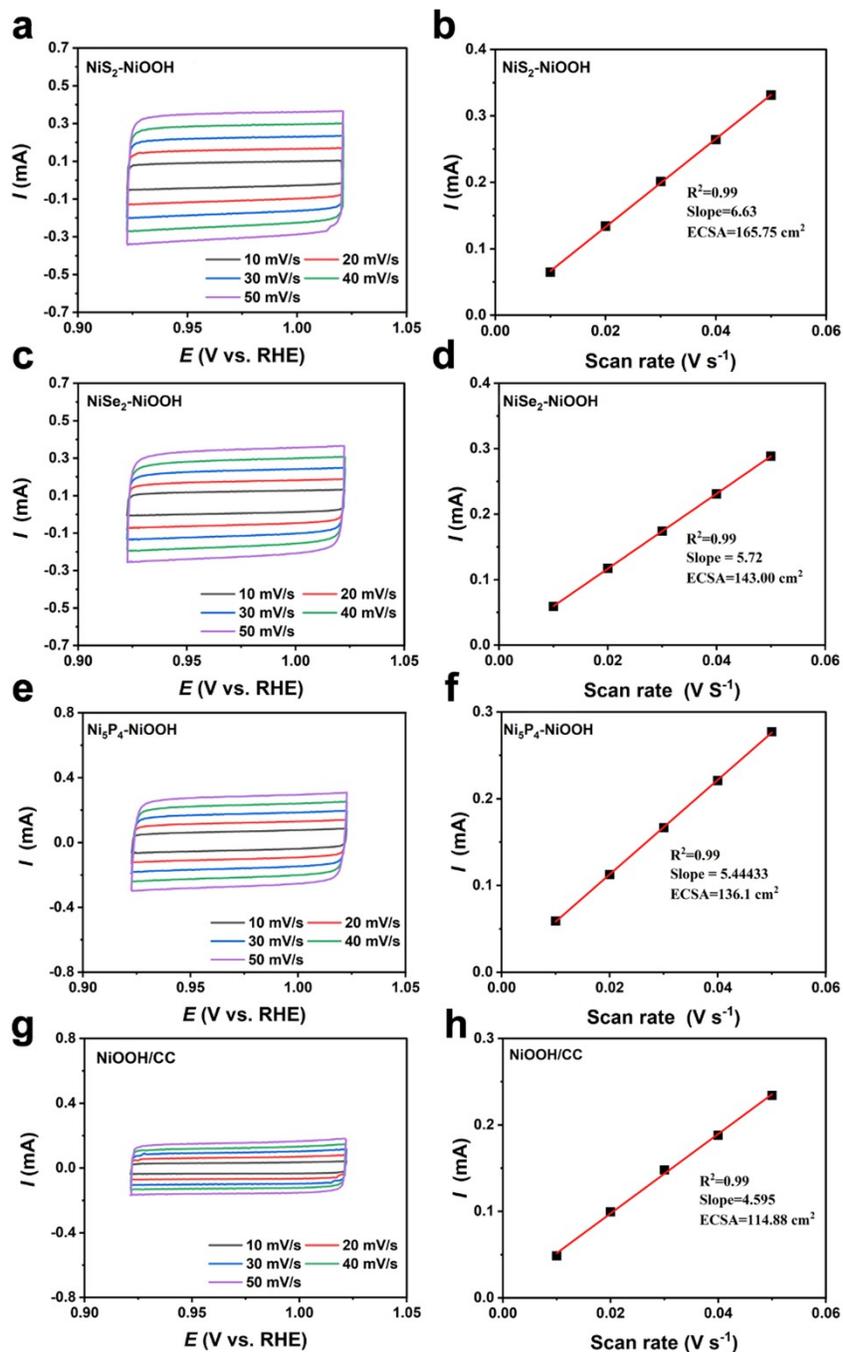
**Fig. S13.**

TEM-EDS result of  $\text{NiSe}_2\text{-Ni(OH)}_2$ . The atomic Ni, O, C, and Se compositions in the material were 40.35%, 36.62%, 23.03%, and 0.00%, respectively.



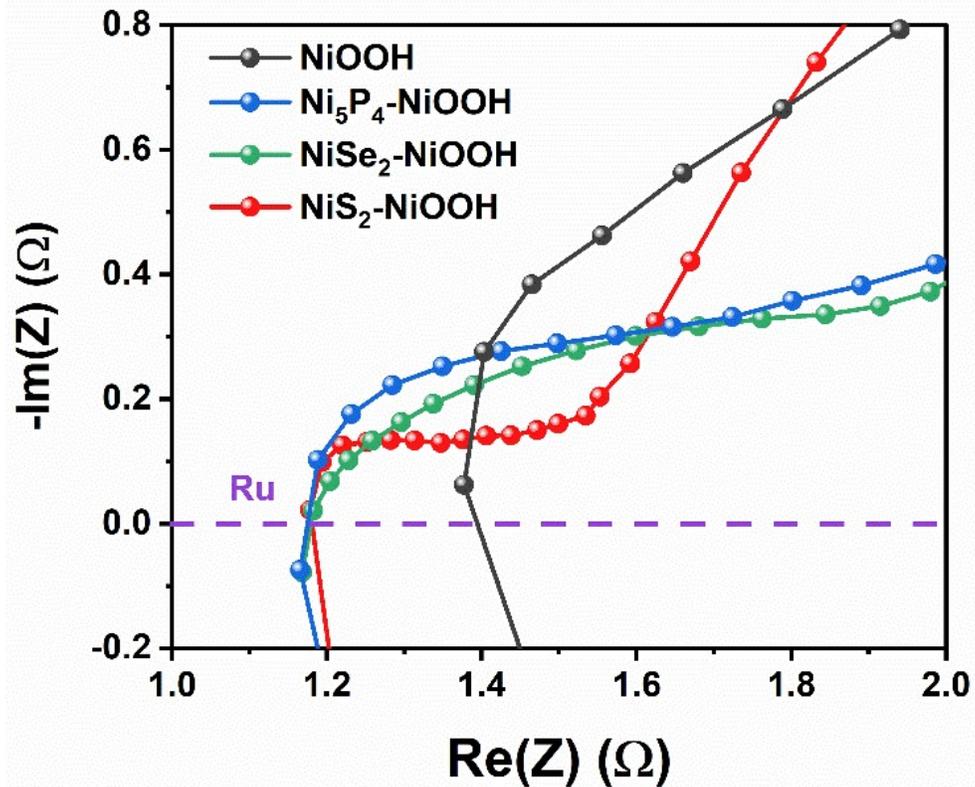
**Fig. S14.**

TEM-EDS result of  $\text{Ni}_5\text{P}_4\text{-Ni(OH)}_2$ . The atomic Ni, O, C, and P compositions in the material were 78.91%, 9.84%, 10.94%, and 0.31%, respectively.



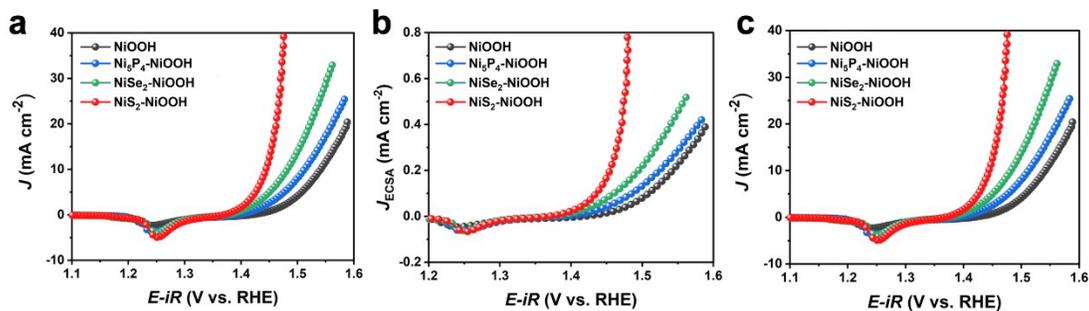
**Fig. S15.**

The Cyclic voltammograms curves and current vs. scan rate plots of the (a)-(b)  $NiS_2-NiOOH$  (c)-(d)  $NiSe_2-NiOOH$ , (e)-(f)  $Ni_5P_4-NiOOH$ , (g)-(h)  $NiOOH$ . Plots of current vs. scan rate data were obtained from CV curves at 0.98 V. The ECSA for all samples was calculated as:  $NiS_2-NiOOH$  (165.75  $cm^2$ ),  $NiSe_2-NiOOH$  (143.00  $cm^2$ ),  $Ni_5P_4-NiOOH$  (136.10  $cm^2$ ), and  $NiOOH$  (114.88  $cm^2$ ).



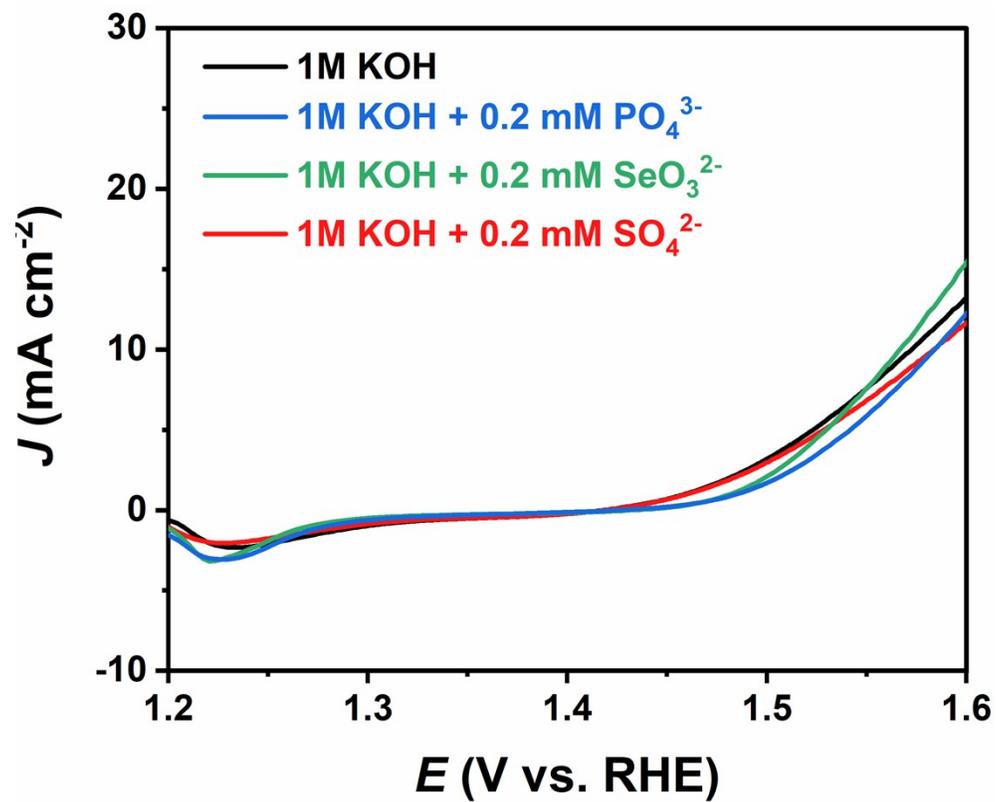
**Fig. S16.**

Potential electrochemical impedance spectroscopy data for X-NiOOH (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) and benchmark NiOOH obtained at open circuit potential. The Ru (solution resistance) is used for *iR*-correction, which is 1.18 Ω, 1.18 Ω, 1.17 Ω, 1.40 Ω for NiS<sub>2</sub>-NiOOH, NiSe<sub>2</sub>-NiOOH, Ni<sub>5</sub>P<sub>4</sub>-NiOOH, and NiOOH, respectively.



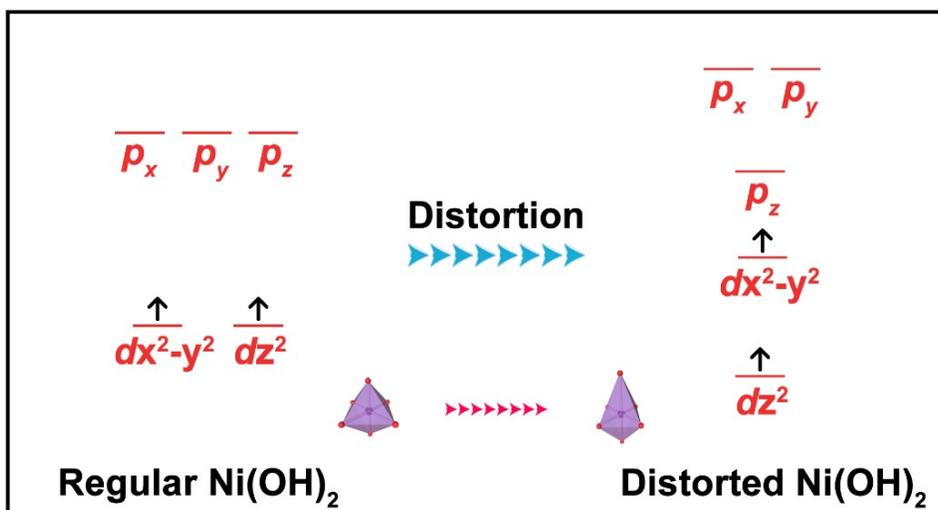
**Fig. S17.**

(a) OER polarization curves of the X-NiOOH (X = NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) after *iR*-correction. (b) OER polarization curves of the X-NiOOH (X = NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) after *iR*-correction normalization to ECSA. (c) OER polarization curves of the X-NiOOH (X = NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) after *iR*-correction normalization to mass loading, which are 1.06 mg/cm<sup>2</sup>, 1.10 mg/cm<sup>2</sup>, 0.97 mg/cm<sup>2</sup>, and 0.95 mg/cm<sup>2</sup> for NiS<sub>2</sub>-NiOOH, NiSe<sub>2</sub>-NiOOH, Ni<sub>5</sub>P<sub>4</sub>-NiOOH, and NiOOH.



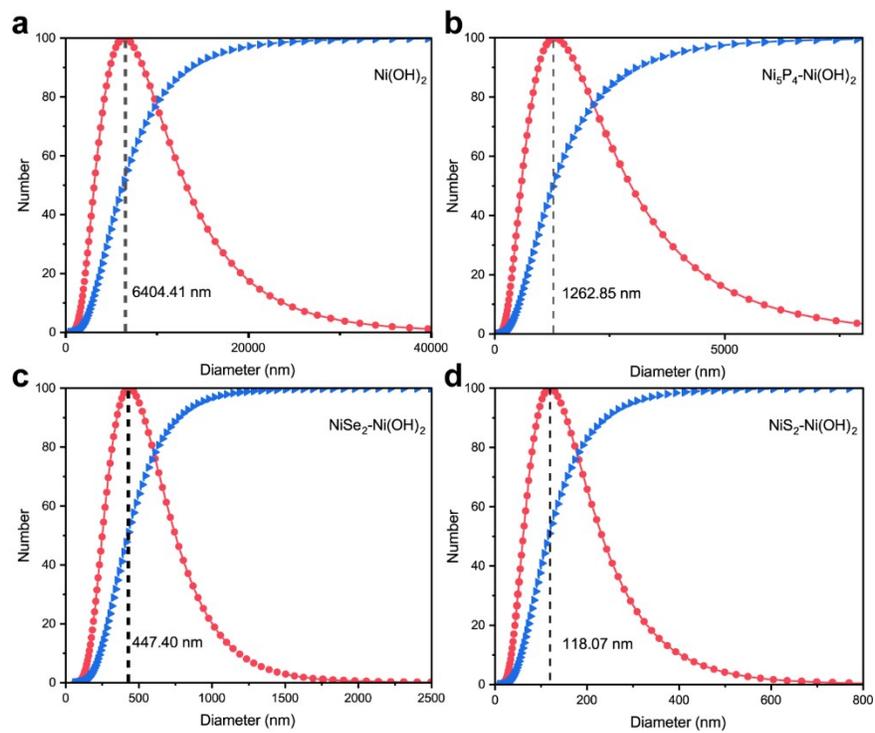
**Fig. S18.**

The influence of dissolute anion species on the OER activity of NiOOH. The overpotentials are 343 mV, 355 mV, 337 mV, 353 mV for NiOOH in 1M KOH, 0.2 mM  $\text{PO}_4^{3-}$  + 1M KOH, 0.2 mM  $\text{SeO}_3^{2-}$  + 1M KOH, 0.2 mM  $\text{SO}_4^{2-}$  + 1M KOH solution, respectively.



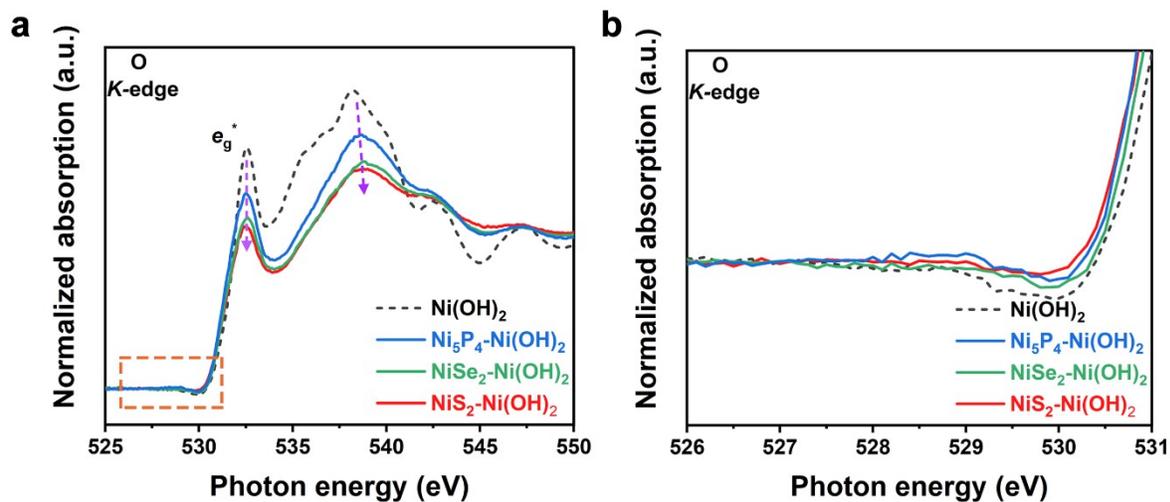
**Fig. S19.**

The orbital diagram of regular high spin Ni<sup>2+</sup>. The NiO<sub>6</sub> octahedron distortion would lead to the 4p orbital and e<sub>g</sub><sup>\*</sup> orbital splitting.



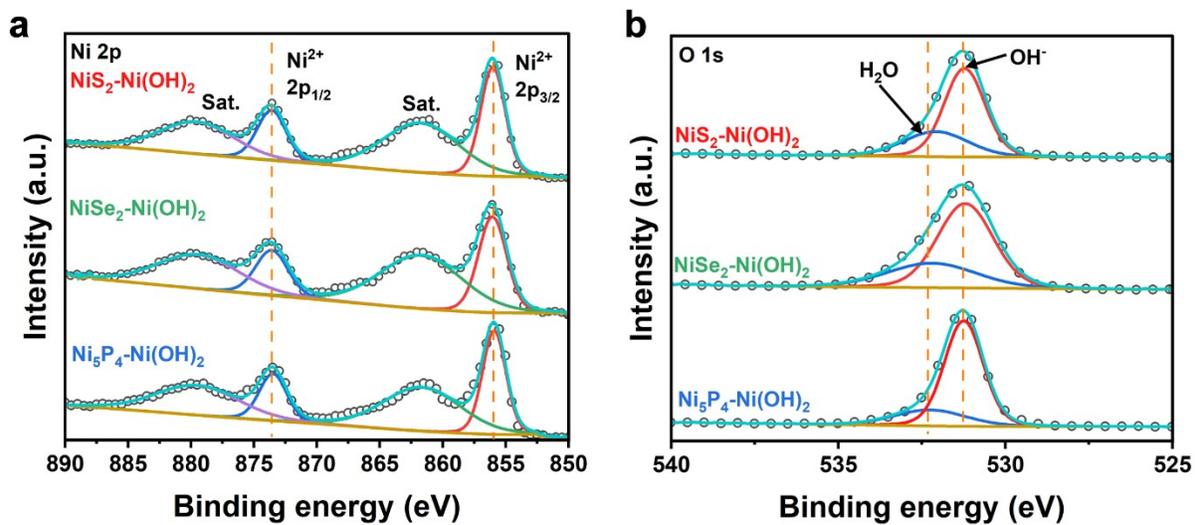
**Fig. S20.**

Particle size distribution analysis by Zetasizer for X-Ni(OH)<sub>2</sub> (X=S, Se, P) and hydrothermal prepared Ni(OH)<sub>2</sub>.



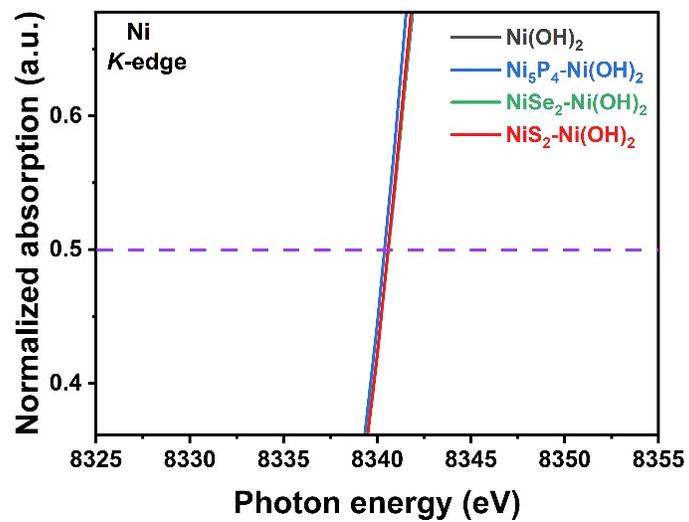
**Fig. S21.**

**a.** Normalized O *K*-edge XAS spectra of X-Ni(OH)<sub>2</sub> (X=NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) with hydrothermal prepared Ni(OH)<sub>2</sub> as benchmark. **b.** Enlarged O *K* pre-edge region from **a**.

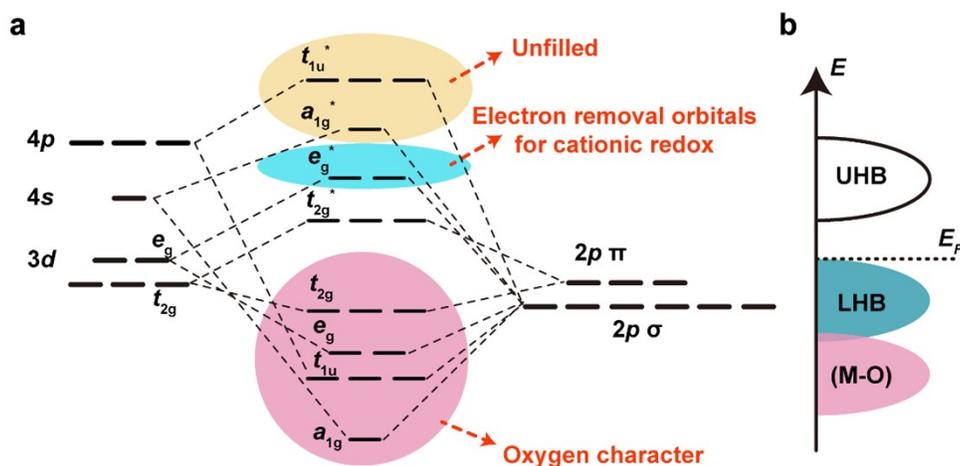


**Fig. S22.**

**a.** Ni 2p XPS spectra of  $\text{X-Ni(OH)}_2$  ( $\text{X} = \text{NiS}_2, \text{NiSe}_2, \text{Ni}_5\text{P}_4$ ). **b.** O 1s XPS spectra of  $\text{X-Ni(OH)}_2$  ( $\text{X} = \text{NiS}_2, \text{NiSe}_2, \text{Ni}_5\text{P}_4$ ).

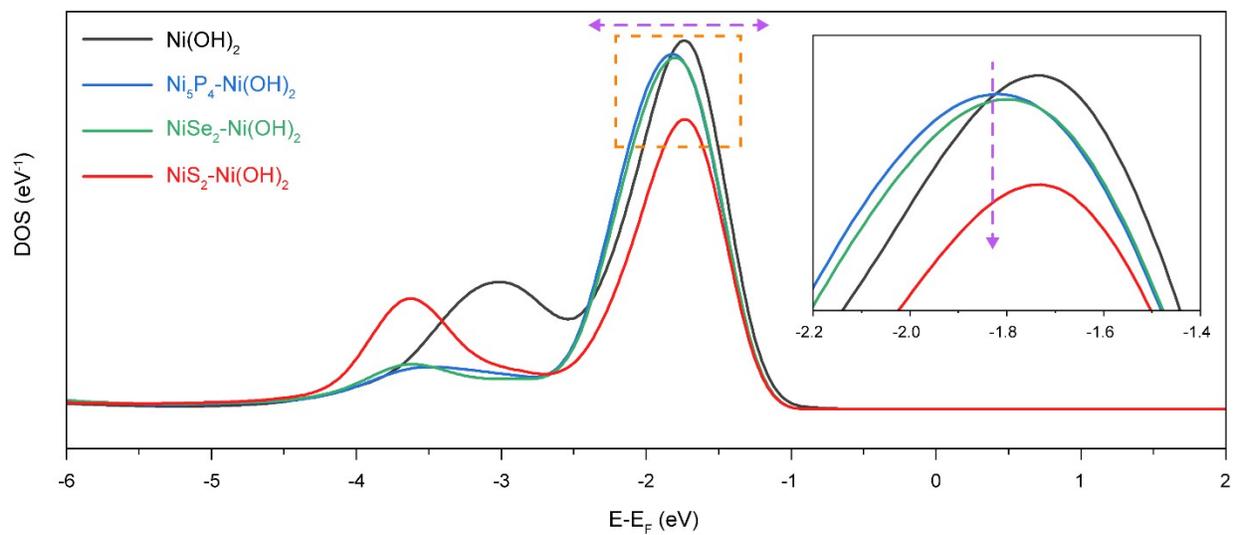


**Fig. S23.**  
Magnified absorption  $\sim 0.5$  region of Ni *K*-edge spectra.



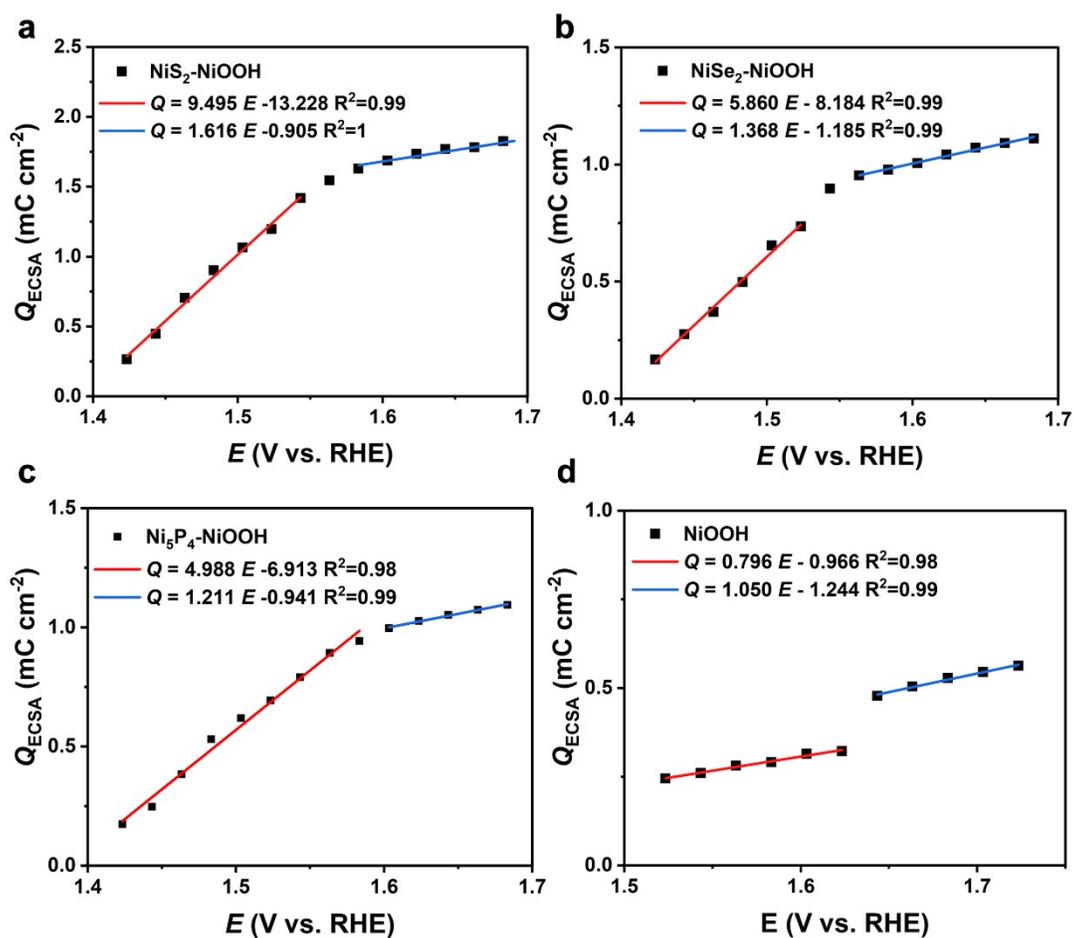
**Fig. S24.**

(a) The molecular orbital diagram of octahedral NiO<sub>6</sub>. (b) Schematic energy band of NiO<sub>6</sub> in consideration of Mott-Hubbard splitting. For the bonding bands including  $a_{1g}$ ,  $t_{1u}$ ,  $e_g$ , and  $t_{2g}$ , they show oxygen character (denoted as M-O). For the antibonding bands (M-O)<sup>\*</sup>, *i.e.*,  $t_{2g}^*$ ,  $a_{1g}^*$ ,  $t_{1u}^*$ , and  $e_g^*$ , they show metal character. Here,  $t_{2g}^*$  contains  $d_{xy}$ ,  $d_{yz}$  and  $d_{xz}$  orbitals and  $e_g^*$  includes  $d_{z^2}$  and  $d_{x^2-y^2}$  orbitals, respectively. Among these electronic bands, the (M-O) and  $t_{2g}^*$  are fully occupied, while  $e_g^*$  is partially occupied with one spin-up electron each in the  $d_{z^2}$  orbital and  $d_{x^2-y^2}$  orbital. Due to the on-site electron repulsion within the  $d$  orbitals, antibonding bands will split into an empty upper- and filled lower-Hubbard bands (denoted as UHB and LHB, respectively), with an energy difference  $U$ .



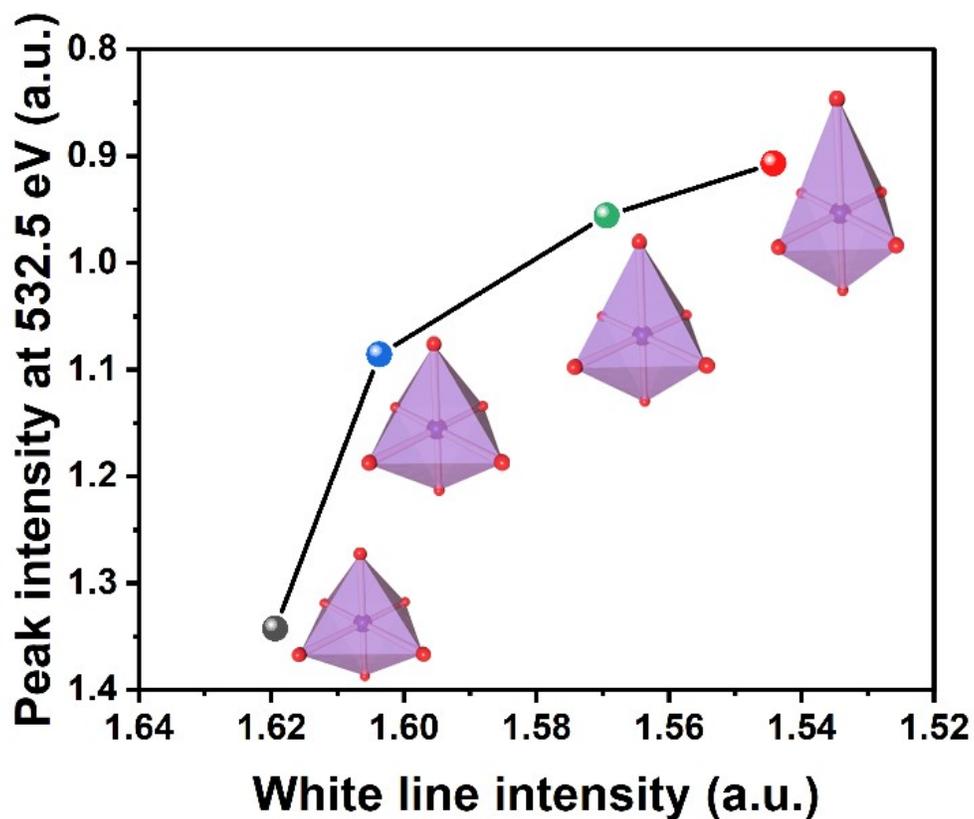
**Fig. S25.**

The calculated  $e_g^*$  band density of states (DOS) of X-Ni(OH)<sub>2</sub> (X = NiS<sub>2</sub>, NiSe<sub>2</sub> and Ni<sub>5</sub>P<sub>4</sub>).



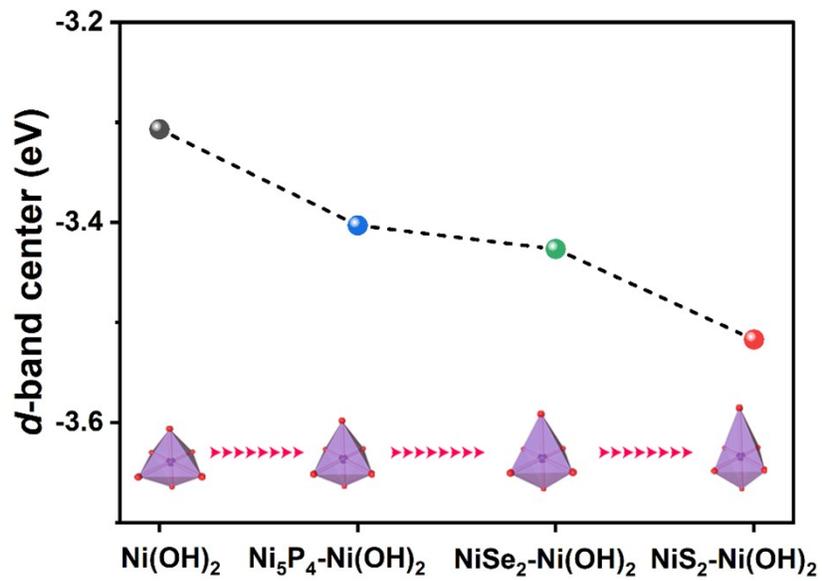
**Fig. S26.**

Potential versus log(current) from pulse voltammetry. (normalization to ECSA) (a)  $\text{NiS}_2\text{-NiOOH}$ . (b)  $\text{NiSe}_2\text{-NiOOH}$ . (c)  $\text{Ni}_5\text{P}_4\text{-NiOOH}$ . (d)  $\text{NiOOH}$ . The slope is used to represent the charge transfer ability.



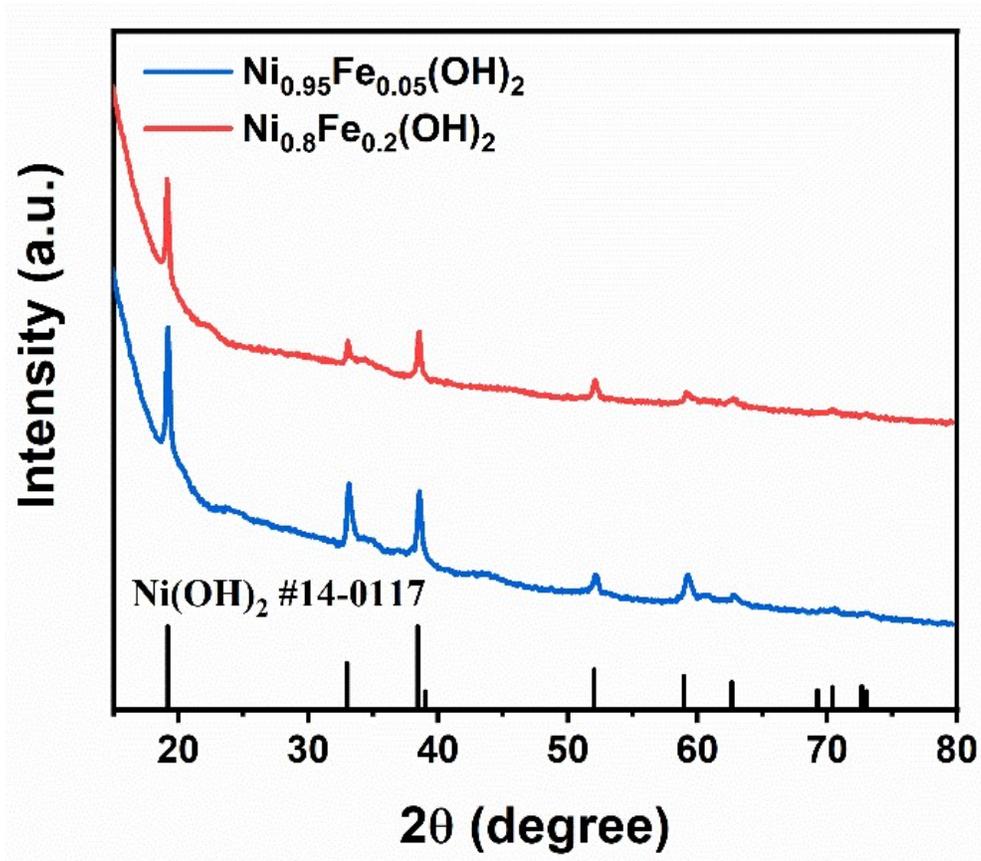
**Fig. S27.**

The correlation between  $\text{NiO}_6$  distortion and  $e_g^*$  band broadening. Here, the normalized white line intensity from Ni  $K$ -edge spectra (Fig. 3a) is used to identify the geometry distortion extent in  $\text{Ni}(\text{OH})_2$ . On the other hand, the normalized peak intensity at 532.5 eV adopted from Fig.3d (corresponding to the  $e_g^*$  splitting) is used to represent the  $e_g^*$  band broadening extent around the Fermi level.

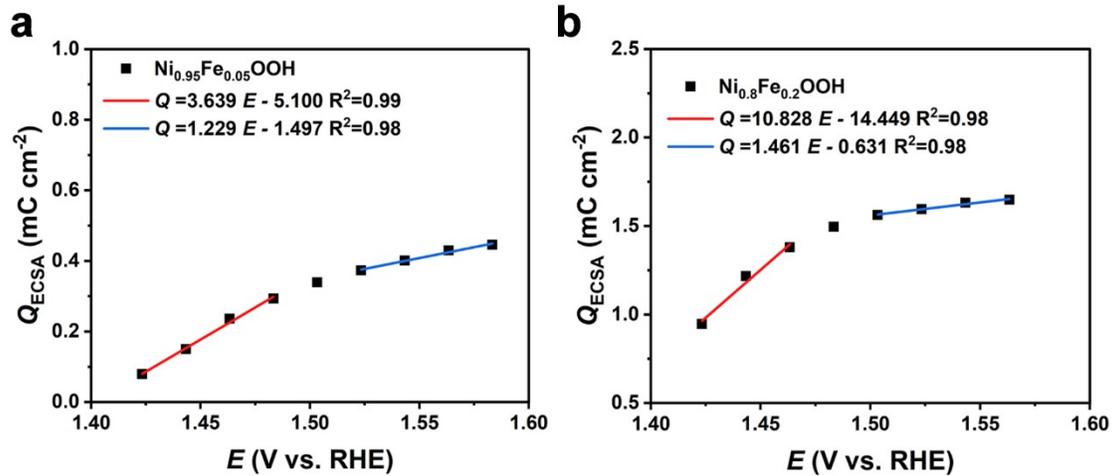


**Fig. S28.**

Calculated  $d$ -band center for  $\text{X-Ni(OH)}_2$  ( $\text{X}=\text{NiS}_2, \text{NiSe}_2, \text{Ni}_5\text{P}_4$ )

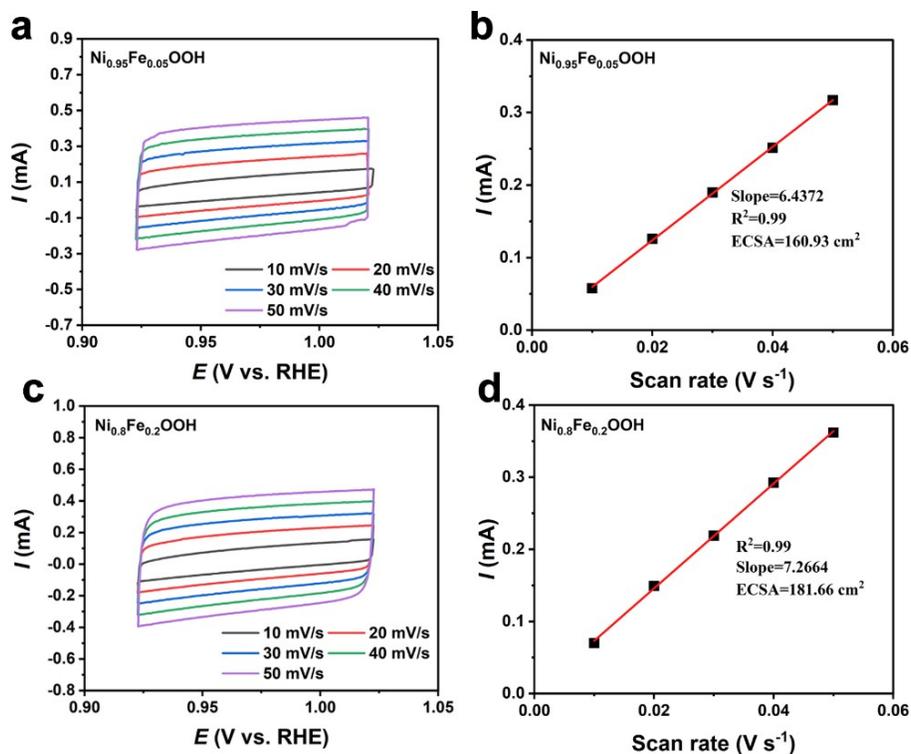


**Fig. S29.**  
The XRD results of  $\text{Ni}_{0.95}\text{Fe}_{0.05}(\text{OH})_2$  and  $\text{Ni}_{0.8}\text{Fe}_{0.2}(\text{OH})_2$ .



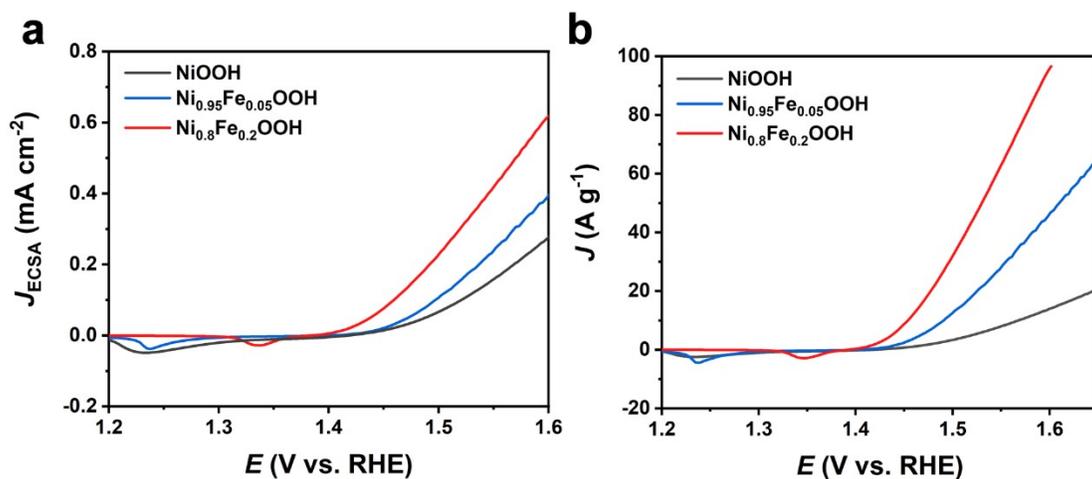
**Fig. S30.**

Potential versus log(current) from pulse voltammetry. (normalized to ECSA) (a)  $\text{Ni}_{0.95}\text{Fe}_{0.05}\text{OOH}$ . (b)  $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{OOH}$ .



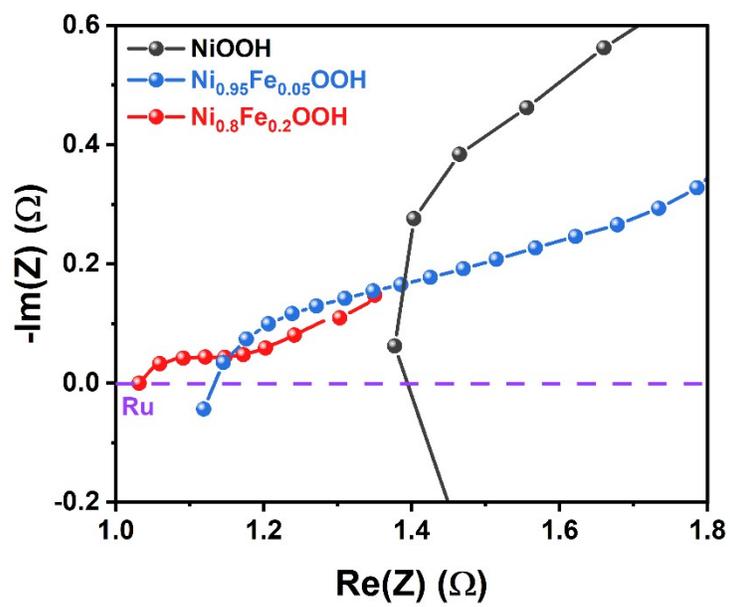
**Fig. S31.**

The Cyclic voltammograms curves and current vs. scan rate plots of the (a)-(b)  $\text{Ni}_{0.95}\text{Fe}_{0.05}\text{OOH}$ , (c)-(d)  $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{OOH}$ . Plots of current vs. scan rate data were obtained from CV curves at 0.98 V. The ECSA for all samples was calculated as:  $\text{Ni}_{0.95}\text{Fe}_{0.05}\text{OOH}/\text{CC}$  ( $160.93 \text{ cm}^2$ ),  $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{OOH}/\text{CC}$  ( $181.66 \text{ cm}^2$ ).



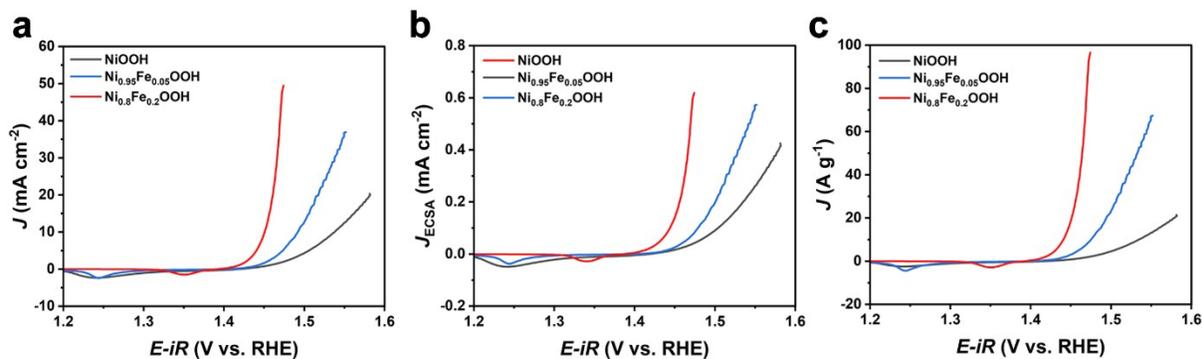
**Fig. S32.**

(a) OER polarization curves of the Ni<sub>x</sub>Fe<sub>1-x</sub>OOH ( $x=1, 0.95, 0.8$ ) normalization to ECSA. (b) OER polarization curves of the Ni<sub>x</sub>Fe<sub>1-x</sub>OOH ( $x=1, 0.95, 0.8$ ) normalization to mass loading. The NiOOH is regarded as the active species and its loading mass in Ni<sub>0.95</sub>Fe<sub>0.05</sub>OOH and Ni<sub>0.8</sub>Fe<sub>0.2</sub>OOH is evaluated as 0.55 mg cm<sup>-2</sup>, and 0.51 mg cm<sup>-2</sup>, respectively.



**Fig. S33.**

Potential electrochemical impedance spectroscopy data for  $\text{Ni}_{1-x}\text{Fe}_x\text{OOH}$  ( $x=0, 0.05, 0.2$ ) at open circuit potential. Ru (solution resistance) was used for IR-correction, which was 1.03  $\Omega$ , 1.13  $\Omega$ , 1.40  $\Omega$  for  $\text{Ni}_{0.8}\text{Fe}_{0.2}\text{OOH}$ ,  $\text{Ni}_{0.95}\text{Fe}_{0.05}\text{OOH}$ , and  $\text{NiOOH}$ , respectively.



**Fig. S34.**

(a) OER polarization curves of Ni<sub>1-x</sub>Fe<sub>x</sub>OOH ( $x=0, 0.05, 0.2$ ) after  $iR$ -correction. (b) OER polarization curves of Ni<sub>1-x</sub>Fe<sub>x</sub>OOH ( $x=0, 0.05, 0.2$ ) after  $iR$ -correction normalized to ECSA. (c) OER polarization curves of Ni<sub>1-x</sub>Fe<sub>x</sub>OOH ( $x=0, 0.05, 0.2$ ) after  $iR$ -correction normalized to mass loading. NiOOH is regarded as the active species and its loading mass in Ni<sub>0.95</sub>Fe<sub>0.05</sub>OOH and Ni<sub>0.8</sub>Fe<sub>0.2</sub>OOH was evaluated as 0.55 mg cm<sup>-2</sup>, and 0.51 mg cm<sup>-2</sup>, respectively.

**Table S1.**ICP/CNHS results of NiS<sub>2</sub>, NiSe<sub>2</sub>, and Ni<sub>5</sub>P<sub>4</sub> before and after chronopotentiometry treatment

Samples	Ni (w/w%)	S(w/w%)	Se(w/w%)	P(w/w%)
NiS <sub>2</sub>	44.11	51.79	\	\
NiS <sub>2</sub> -Ni(OH) <sub>2</sub>	45.35	N/A	\	\
NiSe <sub>2</sub>	23.46	\	66.51	\
NiSe <sub>2</sub> -Ni(OH) <sub>2</sub>	43.57	\	0.13	\
Ni <sub>5</sub> P <sub>4</sub>	65.85	\	\	28.26
Ni <sub>5</sub> P <sub>4</sub> -Ni(OH) <sub>2</sub>	41.27	\	\	0.08

**Table S2.**

Fitted mean Ni-O bond distances in X-Ni(OH)<sub>2</sub> (X= NiS<sub>2</sub>, NiSe<sub>2</sub>, Ni<sub>5</sub>P<sub>4</sub>) and benchmark Ni(OH)<sub>2</sub>

Samples	R(Å)
NiS <sub>2</sub> -Ni(OH) <sub>2</sub>	2.03916
NiSe <sub>2</sub> -Ni(OH) <sub>2</sub>	2.04688
Ni <sub>5</sub> P <sub>4</sub> -Ni(OH) <sub>2</sub>	2.04875
Ni(OH) <sub>2</sub>	2.05876

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