

## Electronic Supplementary Information

### Construction of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub> nanowire arrays for efficient hydrogen evolution reactions in both acidic and alkaline media

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## Experimental Section

### Synthesis of NiCo-precursor nanowire arrays on the carbon fiber paper (NiCo-precursor/CFP)

The NiCo-precursor/CFP was synthesized via a hydrothermal reaction. Prior to use, pieces of CFP were treated by acetone, ethanol and deionized water in ultrasonic bath. Then, 1.2 mmol Ni(NO<sub>3</sub>)<sub>2</sub>·6H<sub>2</sub>O, 2.4 mmol Co(NO<sub>3</sub>)<sub>2</sub>·6H<sub>2</sub>O, 18 mmol urea were dissolved in 40 mL deionized water inside the Teflon-lined autoclave by ultrasound and stirring methods. A piece of CFP (the upper side of CFP was covered by Teflon tape) was immersed into the above 40 mL mixed reaction solution. The autoclave was sealed by fitted stainless shell and kept at 120 °C for 6 hours in an oven. After the reaction, the product was taken out, washed with deionized water and then dried. Finally, the NiCo-precursor/CFP was obtained.

### Synthesis of NiCo<sub>2</sub>S<sub>4</sub> nanowire arrays on the carbon fiber paper (NiCo<sub>2</sub>S<sub>4</sub>/CFP)

The NiCo<sub>2</sub>S<sub>4</sub>/CFP was synthesized via a hydrothermal reaction with S ion exchange. The prepared NiCo-precursor/CFP was immersed into 30 mL aqueous solution containing 6 mmol Na<sub>2</sub>S·9H<sub>2</sub>O inside the Teflon-lined autoclave. The autoclave was

sealed by fitted stainless shell and kept at 150 °C for 10 hours in an oven. After the reaction, the product was taken out, washed with deionized water and then dried. Finally, the NiCo<sub>2</sub>S<sub>4</sub>/CFP was obtained.

### **Synthesis of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub> nanowire arrays on the carbon fiber paper (NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP)**

The NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP was synthesized via an annealing process with gas-phase phosphorization. Firstly, a porcelain boat containing 110 mg NaH<sub>2</sub>PO<sub>2</sub>·H<sub>2</sub>O (in the upstream side) and NiCo<sub>2</sub>S<sub>4</sub>/CFP (in the downstream side) was covered with a piece of bare CFP which has a crack in its downstream side (Figure S1), and then the boat was placed in the middle of tube furnace. Secondly, the tube was flushed with Ar gas for several times and then the phosphorization reaction was conducted from room temperature to 350 °C at a heating rate of ~5 °C/min and maintained at 350 °C for 1 hour under the Ar flow. Finally, after naturally cooled down, the NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP was obtained.

For comparison, different dosages of NaH<sub>2</sub>PO<sub>2</sub>·H<sub>2</sub>O were carried out in the similar phosphorization strategy of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP, and corresponding products were named as NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(l) (50 mg NaH<sub>2</sub>PO<sub>2</sub>·H<sub>2</sub>O) and NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(m) (170 mg NaH<sub>2</sub>PO<sub>2</sub>·H<sub>2</sub>O), respectively.

### **Characterization**

The morphologies and structures of prepared samples were investigated by a scanning electron microscope (SEM, ZEISS Gemini 300) and a transmission electron microscope (TEM, JEOL, JEM-2100F). The crystalline structures of prepared samples were examined by X-ray diffraction (XRD) using a Bruker D8 Advance X-ray diffractometer with Cu K $\alpha$  radiation. X-ray photoelectron spectroscopy (XPS) was tested by a Thermo Scientific K-Alpha instrument with C 1s peak (284.8 eV) deemed as reference. Raman spectra were measured by a Horiba LabRAM HR Evolution instrument (laser excitation: 532 nm).

### **Electrochemical measurements**

The electrochemical performances were measured in a three-electrode configuration in 0.5 M H<sub>2</sub>SO<sub>4</sub> and 1 M KOH aqueous solution at room temperature, by using an

electrochemical workstation (CHI 760E, Shanghai Chenhua Instrument Co., Ltd.). The as-prepared samples ( $\text{NiCo}_2\text{S}_4/\text{CFP}$ ,  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}-(\text{l})$ ,  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}-(\text{m})$  and  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}$ ) were directly applied as working electrodes with a saturated calomel electrode (SCE) and a graphite rod served as the reference electrode and the counter electrode, respectively. Meanwhile, the bare CFP and Pt wire were also applied as working electrodes for comparison. All of the potentials reported in our work were calibrated to the reversible hydrogen electrode (RHE) by adding a value of  $(0.242 + 0.059 \text{ pH}) \text{ V}$ . Linear sweep voltammetry (LSV) tests were performed at the scan rate of  $5 \text{ mV s}^{-1}$ , corrected with 85%  $iR$  compensation. Electrochemical impedance spectroscopy (EIS) tests were performed at  $-0.1304 \text{ V}$  (vs. RHE) in  $0.5 \text{ M H}_2\text{SO}_4$  and at  $-0.13 \text{ V}$  (vs. RHE) in  $1 \text{ M KOH}$  aqueous solution, from  $10^5 \text{ Hz}$  to  $0.1 \text{ Hz}$  with an amplitude of  $5 \text{ mV}$ . Cyclic voltammetry (CV) tests were performed in the range of  $0.1996$  to  $0.2996 \text{ V}$  (vs. RHE) at various scan rates ( $20, 40, 60, 80, 100$  and  $120 \text{ mV s}^{-1}$ ) in  $0.5 \text{ M H}_2\text{SO}_4$  aqueous solution. To investigate the stability of  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}$  for hydrogen evolution reaction (HER), the chronopotentiometry tests were implemented at the cathodic current density of  $10 \text{ mA cm}^{-2}$  for 20 hours in both  $0.5 \text{ M H}_2\text{SO}_4$  and  $1 \text{ M KOH}$  aqueous solution, respectively.

### Computational Details

All first-principles calculations based on spin-polarized density functional theory (DFT) were conducted in the Vienna Ab-initio Simulation Package (VASP) software. The electron exchange-correlation interactions were described by the Perdew-Burke-Ernzerhof (PBE) functional within the generalized gradient approximation (GGA). The DFT-D3 semiempirical method proposed by Grimme was used to correct the long-range van der Waals interaction. The parameter for dipole correction was also included in our calculations. The GGA + U correction was included for the d-electrons of TM atoms. The convergence criterion for energy and force was set to  $1.0 \times 10^{-4} \text{ eV}$  and  $1.0 \times 10^{-2} \text{ eV/\AA}$ , respectively. A  $5 \times 5 \times 1$  k-point sampling was used for geometric optimization, while a more precise k-point of  $6 \times 6 \times 1$  was set to calculate electronic properties. Two surfaces of  $\text{NiCo}_2\text{S}_4$  (311) and  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x$  (311) systems were built, where the vacuum space along the z direction is set to be  $18 \text{ \AA}$ , which is enough to avoid interaction

between the two neighboring images. The bottom three atom layers were fixed and the top three atom layers were relaxed to remove the internal stress of systems. Then, the H atom was adsorbed on the Ni, Co, S and P sites, H<sub>2</sub>O was adsorbed on the Ni and Co sites, respectively. The complete LST/QST search protocol and the RMS convergence of 0.25 eV/Å are set for transition states.

The adsorbed energy ( $\Delta E_{A^*}$ ) is calculated by Equation 1:

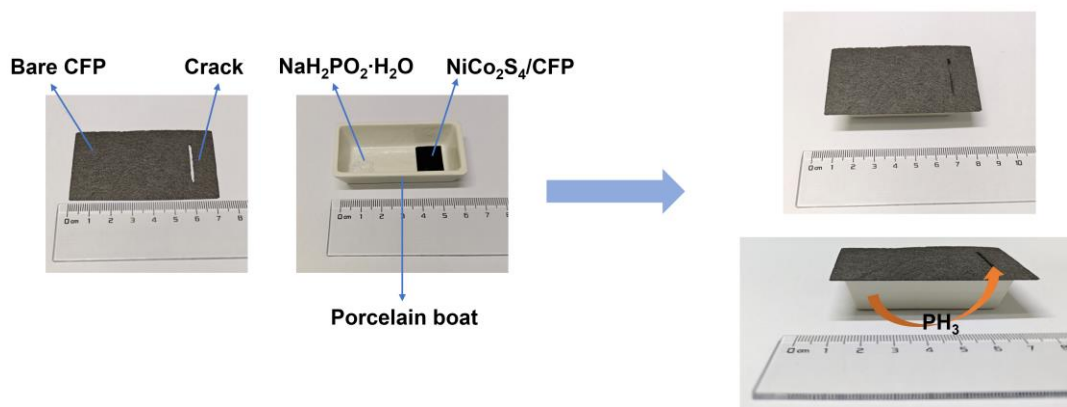
$$\Delta E_{A^*} = E_{A^*} - E^* - E_A \quad (1)$$

where  $E_{A^*}$  denoted the energy of systems with adsorbed A group and  $E^*$  denoted the energy of systems without adsorbed A group (A: H atom or H<sub>2</sub>O), and  $E_A$  denoted the half energy of H<sub>2</sub> gas or the total energy of H<sub>2</sub>O.

The Gibbs free energy change ( $\Delta G_{H^*}$ ) of H atom is calculated by Equation 2:

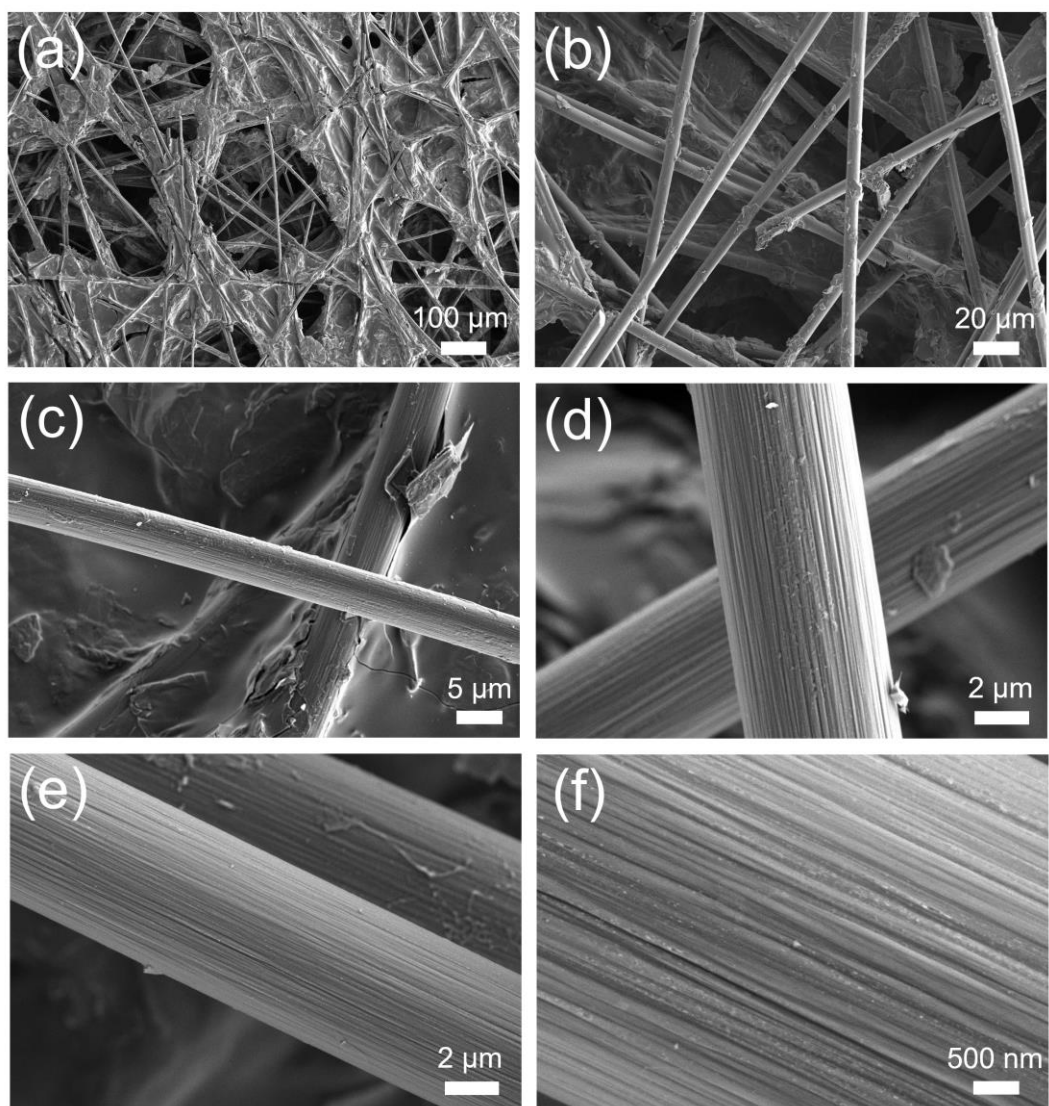
$$\Delta G_{H^*} = \Delta E_{H^*} + \Delta E_{ZPE} - T\Delta S \quad (2)$$

where the  $\Delta E_{ZPE}$  and  $\Delta S$  are the change in zero-point energy and entropy contribution, respectively. T is set to be 300 K and the  $(\Delta E_{ZPE} - T\Delta S) = 0.26$  eV for the absorption of H atom.

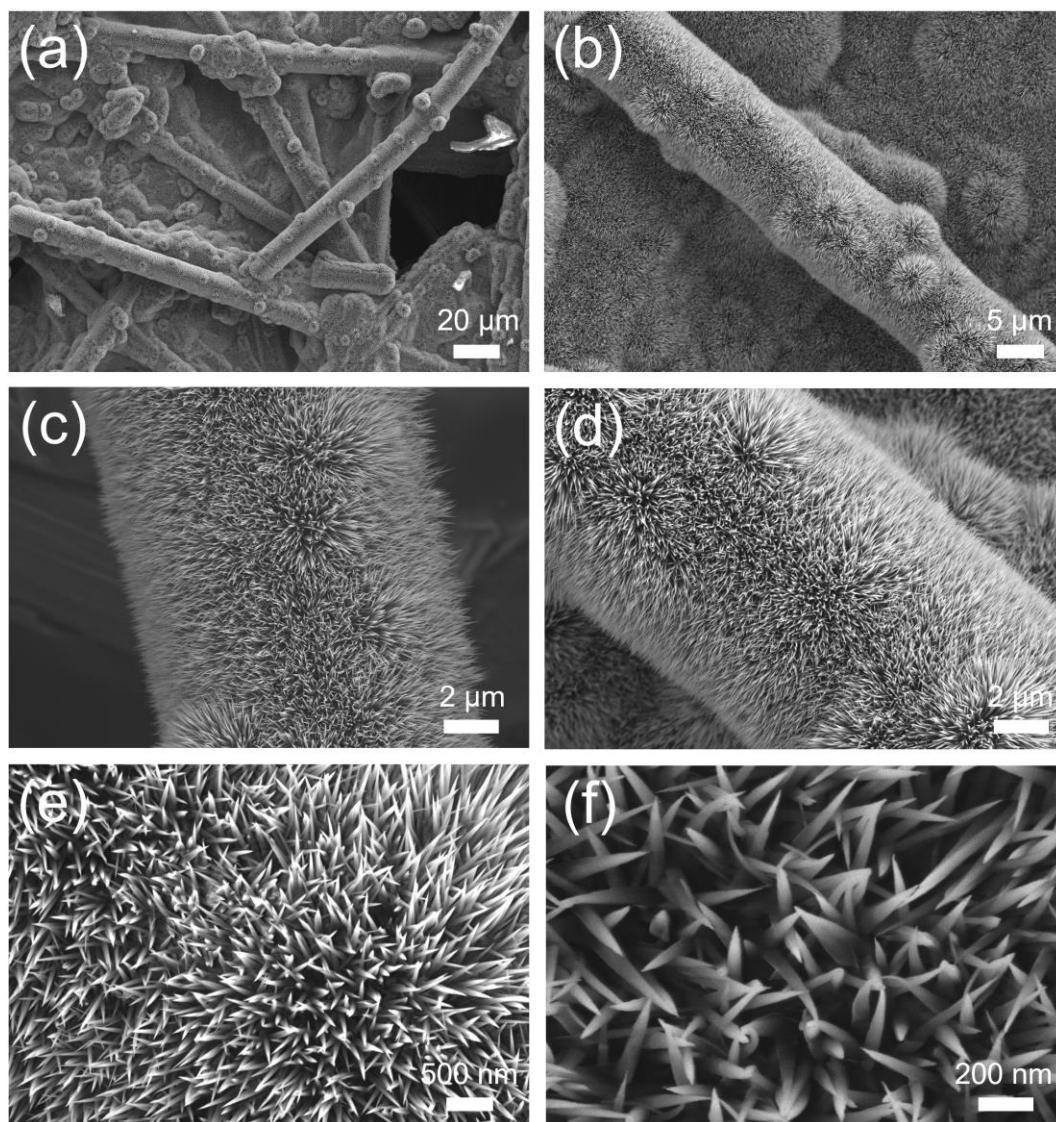


**Figure S1.** Photographs of the gas-phase phosphorization device: a porcelain boat containing both  $\text{NaH}_2\text{PO}_2\cdot\text{H}_2\text{O}$  and  $\text{NiCo}_2\text{S}_4/\text{CFP}$ , covered with a bare CFP with a crack.

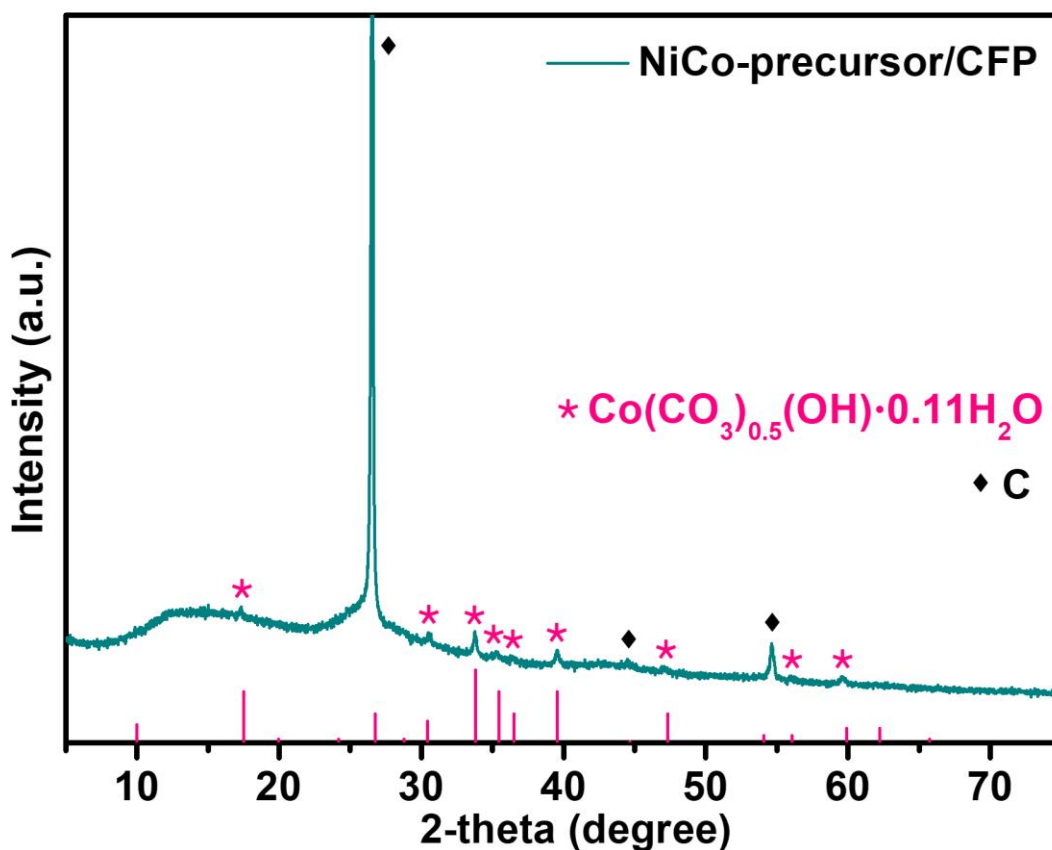
For the gas-phase phosphorization device (Figure S1), a porcelain boat contains upstream  $\text{NaH}_2\text{PO}_2\cdot\text{H}_2\text{O}$  and downstream  $\text{NiCo}_2\text{S}_4/\text{CFP}$ , which is covered with a bare CFP with a crack in its downstream side. During phosphorization process,  $\text{PH}_3$  gas derived from  $\text{NaH}_2\text{PO}_2\cdot\text{H}_2\text{O}$  can react with metal sulfides to make P doped. This device may not only guarantee sufficient phosphorization for  $\text{NiCo}_2\text{S}_4/\text{CFP}$  via  $\text{PH}_3$  gas flow cross the downstream crack of the bare CFP, but also efficiently weaken the influence from Ar flow speed's unsteadiness.



**Figure S2.** (a–f) SEM images of bare CFP at different magnifications.



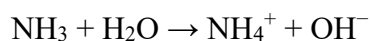
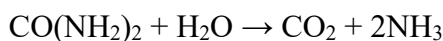
**Figure S3.** (a–f) SEM images of NiCo-precursor/CFP at different magnifications.



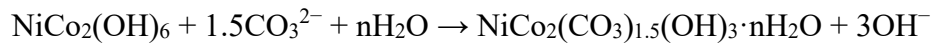
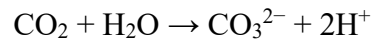
**Figure S4.** XRD pattern of NiCo-precursor/CFP.

As shown in Figure S4, the XRD pattern of NiCo-precursor/CFP exhibits that these diffraction peaks can be assigned to  $\text{Co}(\text{CO}_3)_{0.5}(\text{OH})\cdot 0.11\text{H}_2\text{O}$  phase (JCPDS No. 48-0083) except for C phase (JCPDS No. 65-6212) from CFP substrate, which reveals the essential phase of NiCo-precursor 1D nanowire arrays is NiCo-carbonate hydroxide and the partial replacement of Co by Ni does not affect the crystal structure.

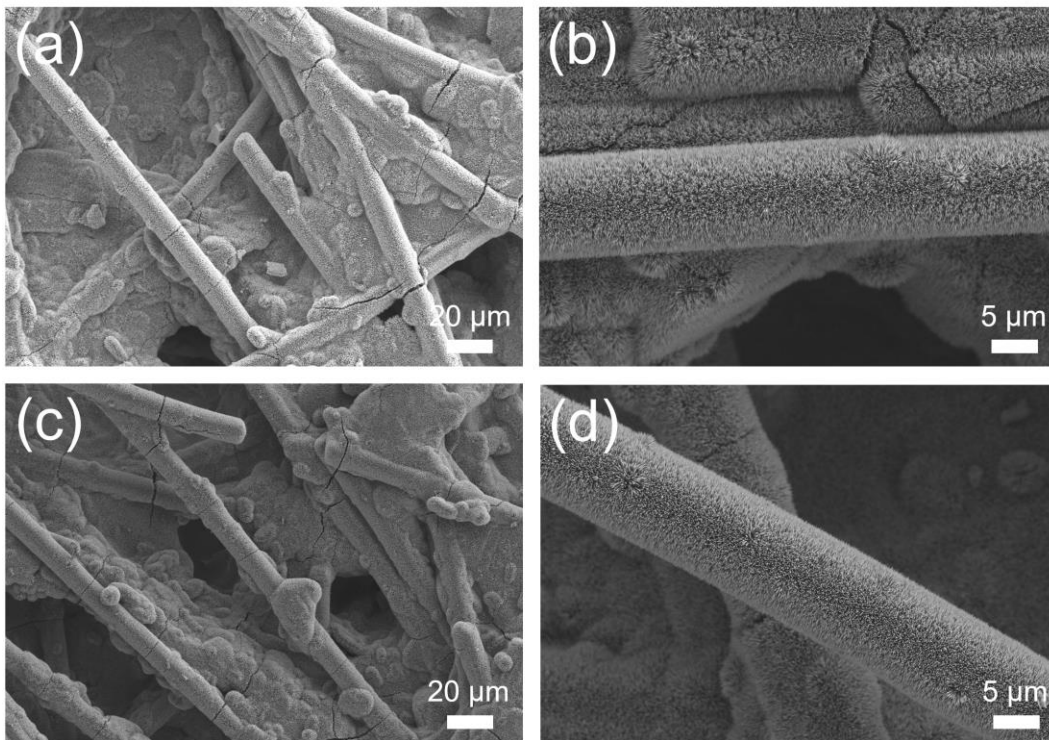
Enlightened by relevant works,<sup>1-4</sup> during the hydrothermal process, the urea acts as alkali source and releases  $\text{OH}^-$  and  $\text{CO}_3^{2-}$  ions through hydrolysis in solution, and then  $\text{Ni}^{2+}$  and  $\text{Co}^{2+}$  ions react with  $\text{OH}^-$  and  $\text{CO}_3^{2-}$  ions to form NiCo-carbonate hydroxide grown on CFP. The possible reaction equations are listed as follows:<sup>1,2</sup>



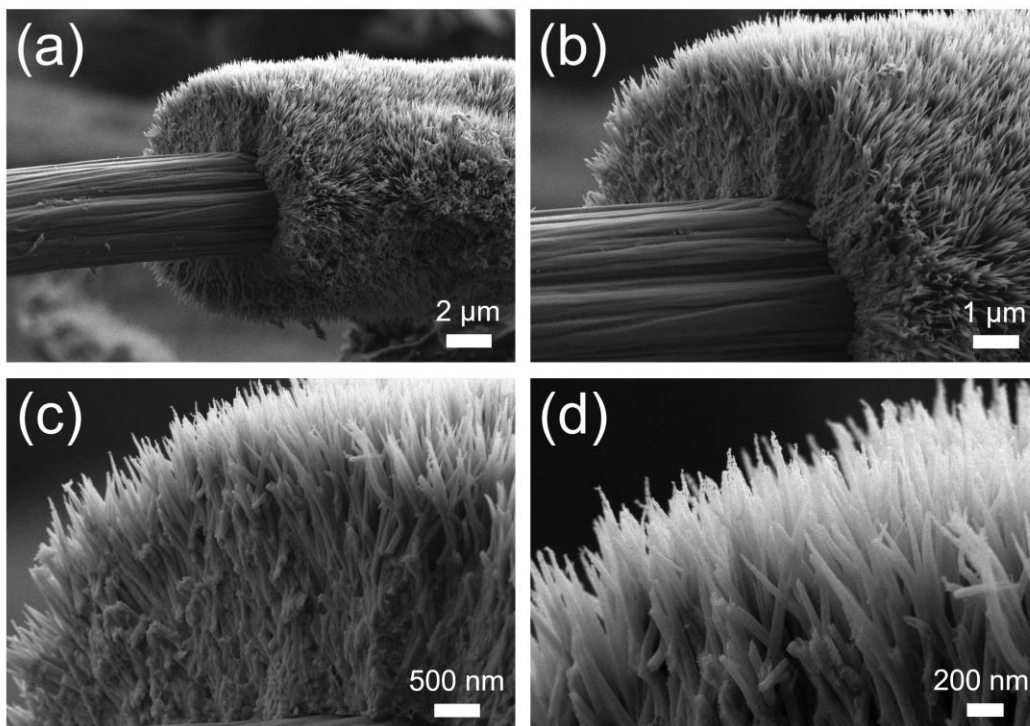




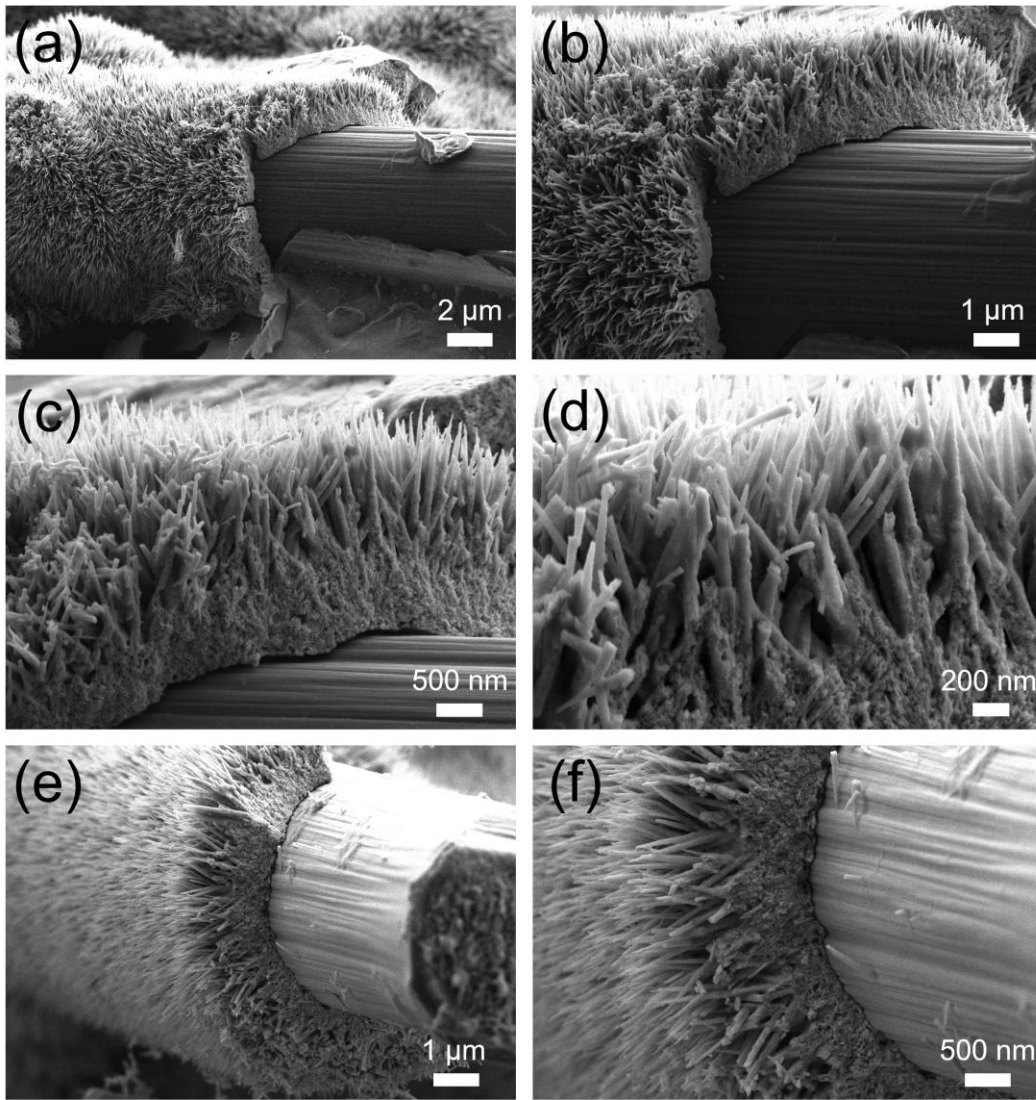
As a result, the 1D nanowire arrays of NiCo-carbonate hydroxide are successfully grown on CFP and finally the NiCo-precursor/CFP is obtained.



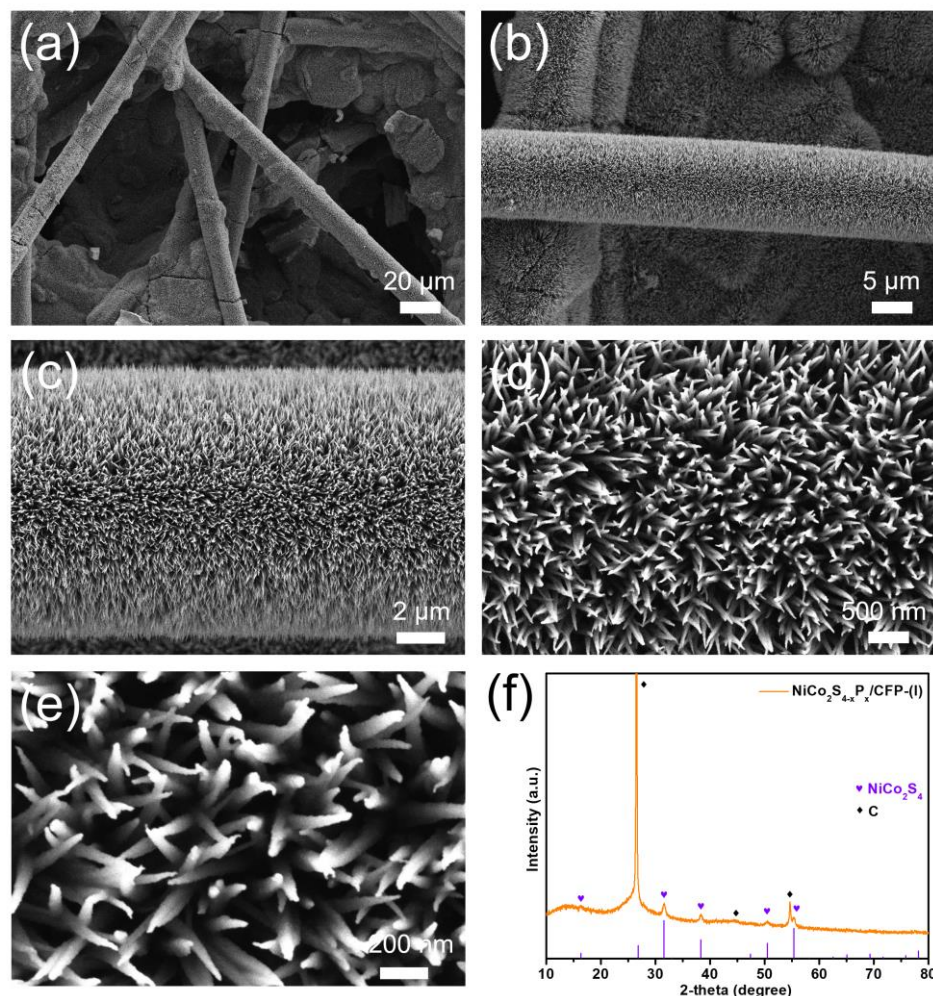
**Figure S5.** (a, b) Low-magnification SEM images of NiCo<sub>2</sub>S<sub>4</sub>/CFP. (c, d) Low-magnification SEM images of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP.



**Figure S6.** (a–d) Cross-sectional SEM images of NiCo<sub>2</sub>S<sub>4</sub>/CFP.

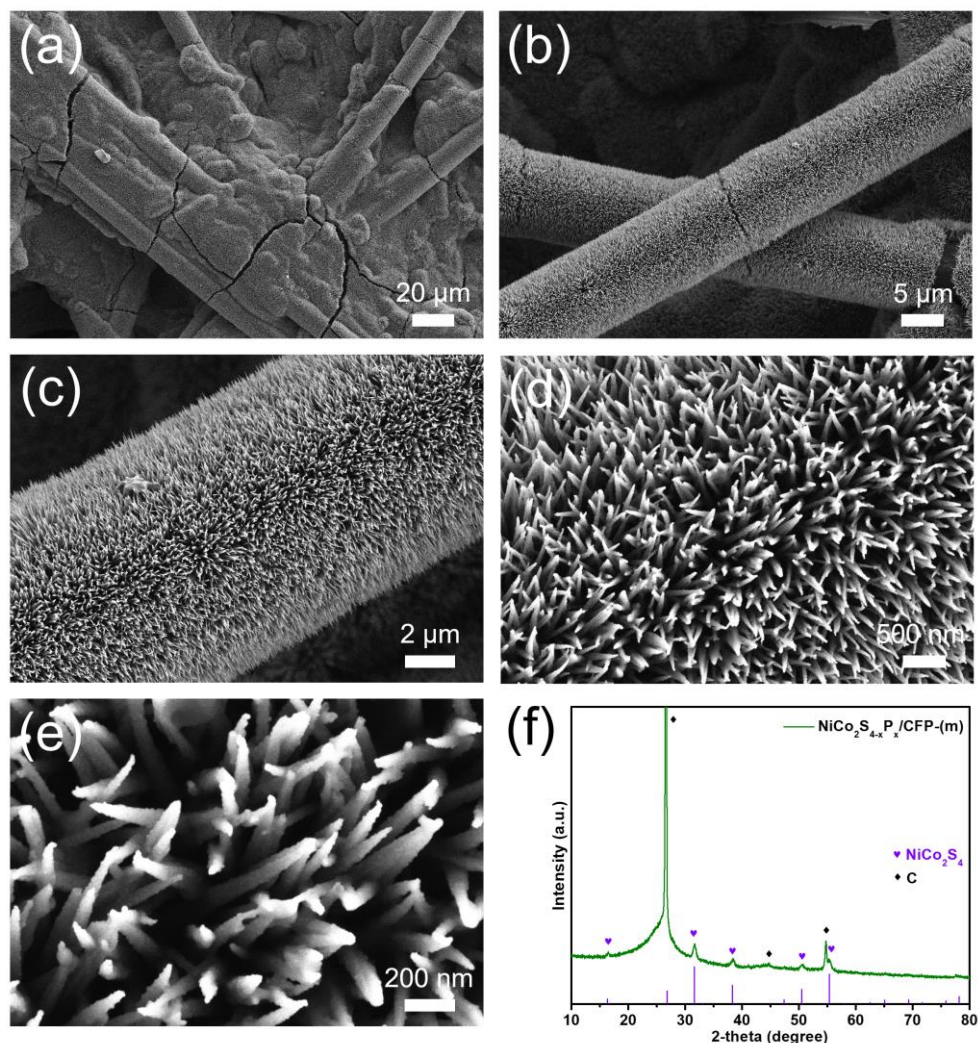


**Figure S7.** (a–f) Cross-sectional SEM images of  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}$ .



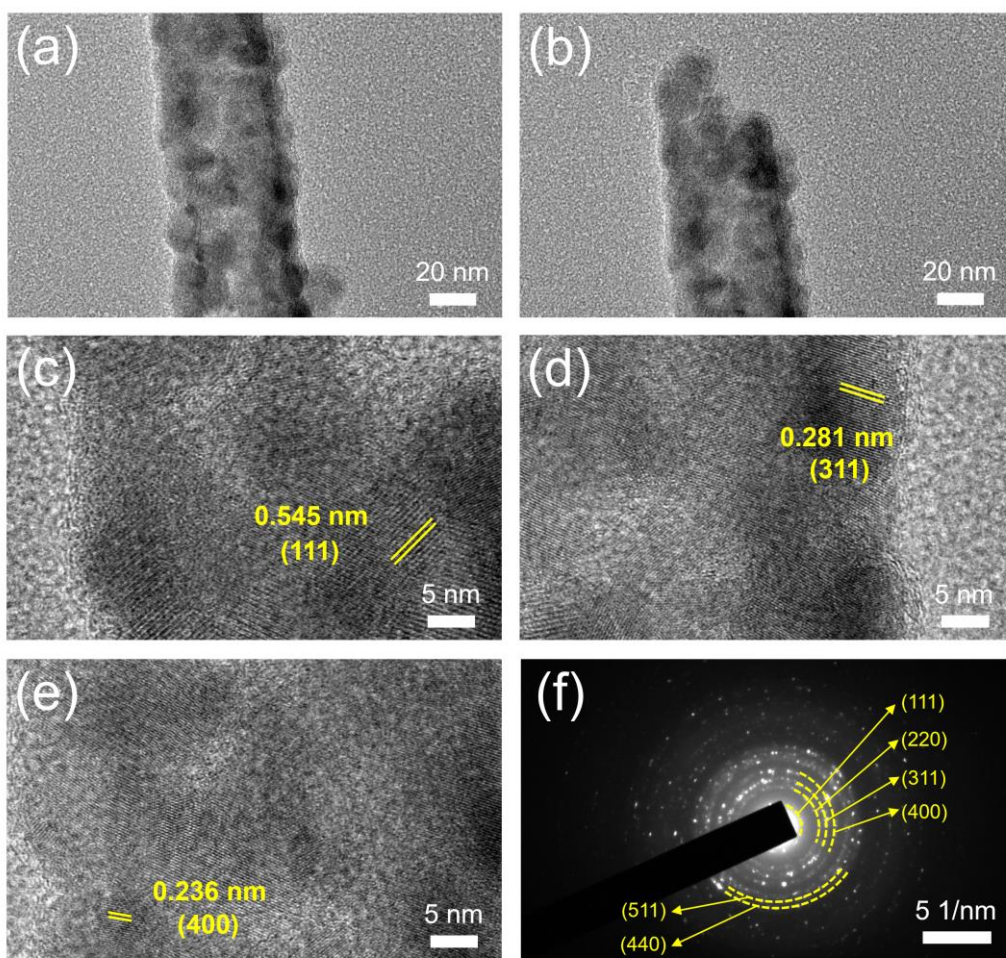
**Figure S8.** (a–e) SEM images of  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}-(\text{I})$  at different magnifications. (f) XRD pattern of  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}-(\text{I})$ .

The SEM images of  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}-(\text{I})$  (Figure S8a–e) show the good uniformity and dispersity of nanowire arrays with coarse surface, similar to  $\text{NiCo}_2\text{S}_4/\text{CFP}$  and  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}$ , which reveals that less dosage of P source does not influence the final morphology and structure in our preparation process. The XRD pattern of  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}-(\text{I})$  (Figure S8f) shows that, diffraction peaks match well with cubic crystal phase of  $\text{NiCo}_2\text{S}_4$  (JCPDS No. 20-0782), except for C peaks (JCPDS No. 65-6212) from CFP, which certifies that less dosage of P source in our system can still well maintain the crystal structure of  $\text{NiCo}_2\text{S}_4$  phase.



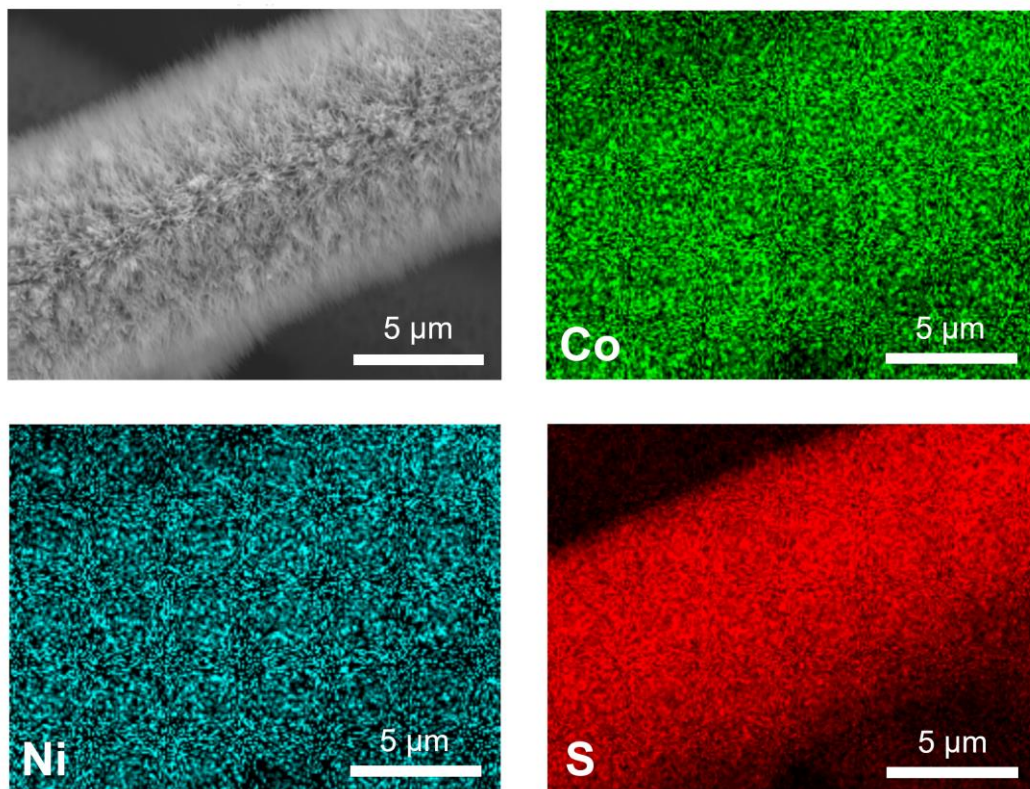
**Figure S9.** (a–e) SEM images of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(m) at different magnifications. (f) XRD pattern of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(m).

The SEM images of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(m) (Figure S9a–e) show the good uniformity and dispersity of nanowire arrays with coarse surface, similar to NiCo<sub>2</sub>S<sub>4</sub>/CFP and NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP, which reveals that more dosage of P source does not influence the final morphology and structure in our preparation process. The XRD pattern of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(m) (Figure S9f) shows that, diffraction peaks match well with cubic crystal phase of NiCo<sub>2</sub>S<sub>4</sub> (JCPDS No. 20-0782), except for C peaks (JCPDS No. 65-6212) from CFP, which certifies that more dosage of P source in our system can still well maintain the crystal structure of NiCo<sub>2</sub>S<sub>4</sub> phase.

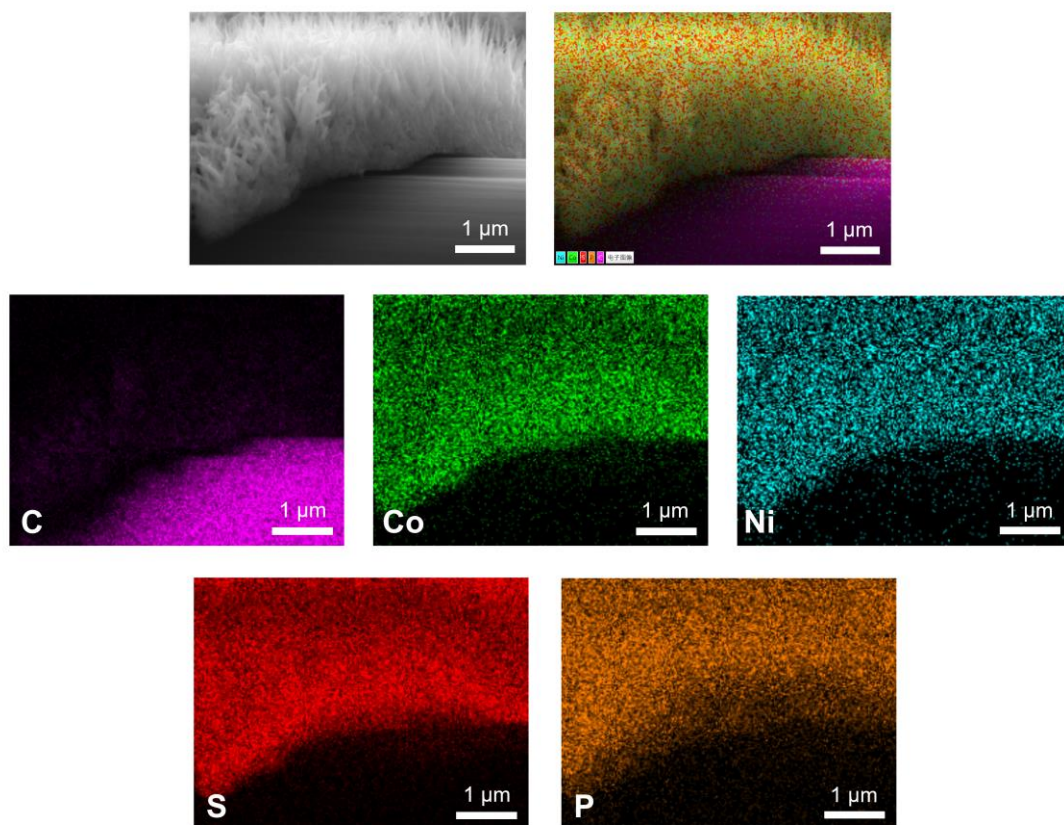


**Figure S10.** (a–e) Low-magnification TEM images (a, b) and high-magnification TEM images (c–e) of NiCo<sub>2</sub>S<sub>4</sub>. (f) The SAED pattern of NiCo<sub>2</sub>S<sub>4</sub>.

The low-magnification TEM images of NiCo<sub>2</sub>S<sub>4</sub> nanowires scraped from CFP show clear nanowire profile with coarse surface (Figure S10a, b). The high-magnification TEM images of NiCo<sub>2</sub>S<sub>4</sub> display well resolved interplanar distances of 0.545 nm (Figure S10c), 0.281 nm (Figure S10d) and 0.236 nm (Figure S10e), assigned to lattice planes of (111), (311) and (400) of the NiCo<sub>2</sub>S<sub>4</sub> phase, respectively, certifying the successful preparation of NiCo<sub>2</sub>S<sub>4</sub>. The SAED pattern of NiCo<sub>2</sub>S<sub>4</sub> (Figure S10f) shows a set of diffraction rings, corresponding to (111), (220), (311), (400), (511), (440) lattice planes of NiCo<sub>2</sub>S<sub>4</sub> phase from the inside out, indicating the polycrystalline nature of NiCo<sub>2</sub>S<sub>4</sub>.

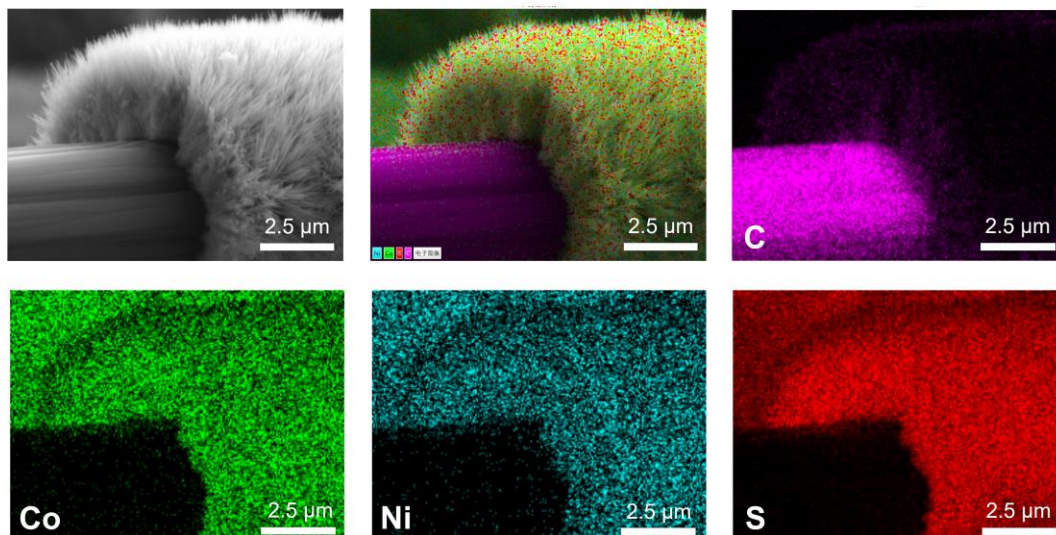


**Figure S11.** Elemental mapping images of NiCo<sub>2</sub>S<sub>4</sub>/CFP.

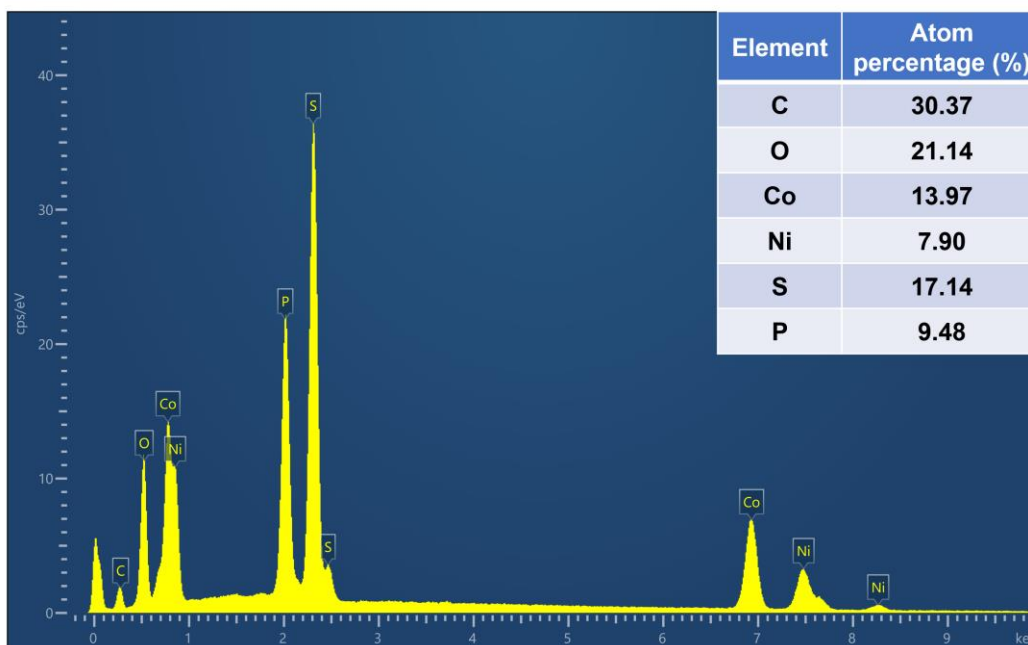


**Figure S12.** Cross-sectional elemental mapping images of  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}$ .



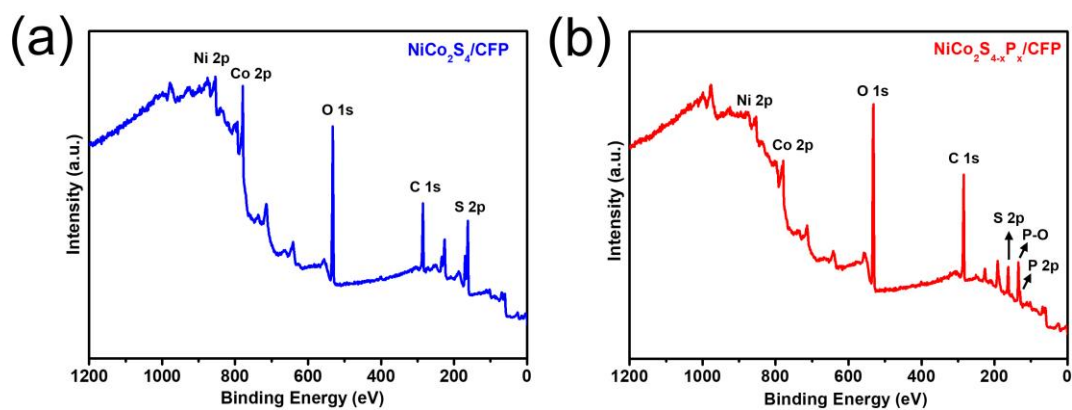


**Figure S13.** Cross-sectional elemental mapping images of NiCo<sub>2</sub>S<sub>4</sub>/CFP.

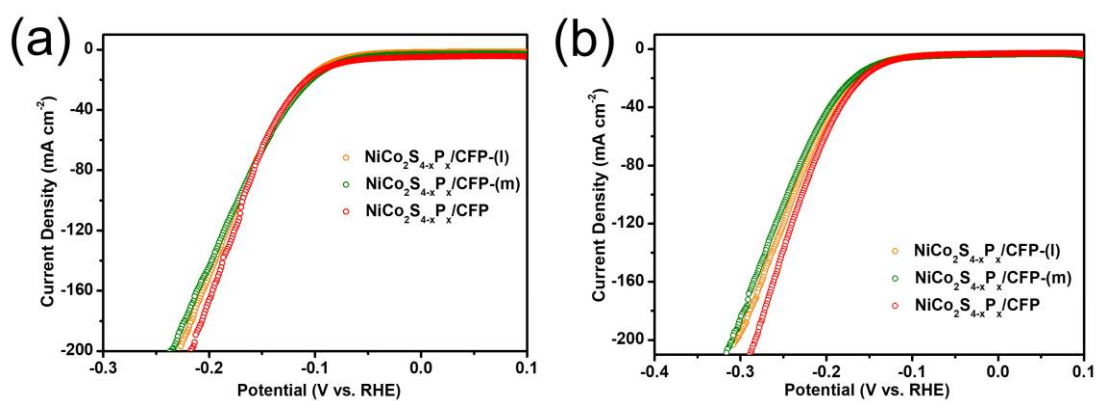


**Figure S14.** EDS spectrum of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP. Inset in EDS spectrum is the relevant atom percentages of different elements.

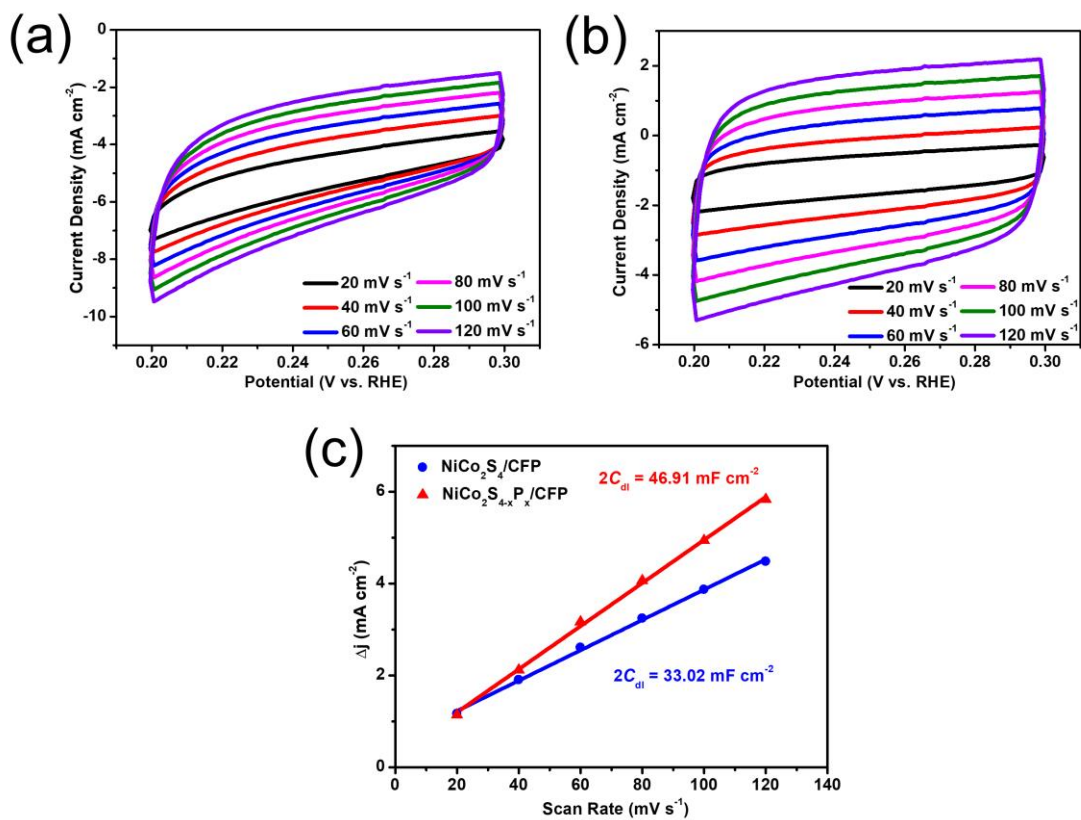
The EDS spectrum of the NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP (Figure S14) shows the coexistence of Co, Ni, S, P, C and O elements, where C possibly comes from CFP substrate and O possibly derives from surface oxidation, respectively. Inset in the EDS spectrum (Figure S14) shows the specific atom percentages of Co (13.97%), Ni (7.90%), S (17.14%), P (9.48%) in NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP, respectively, suggesting the atom ratio of Ni: Co: S: P is approximately 1: 1.77: 2.17: 1.20 and the atom ratio of S: P is approximately 1.81: 1.



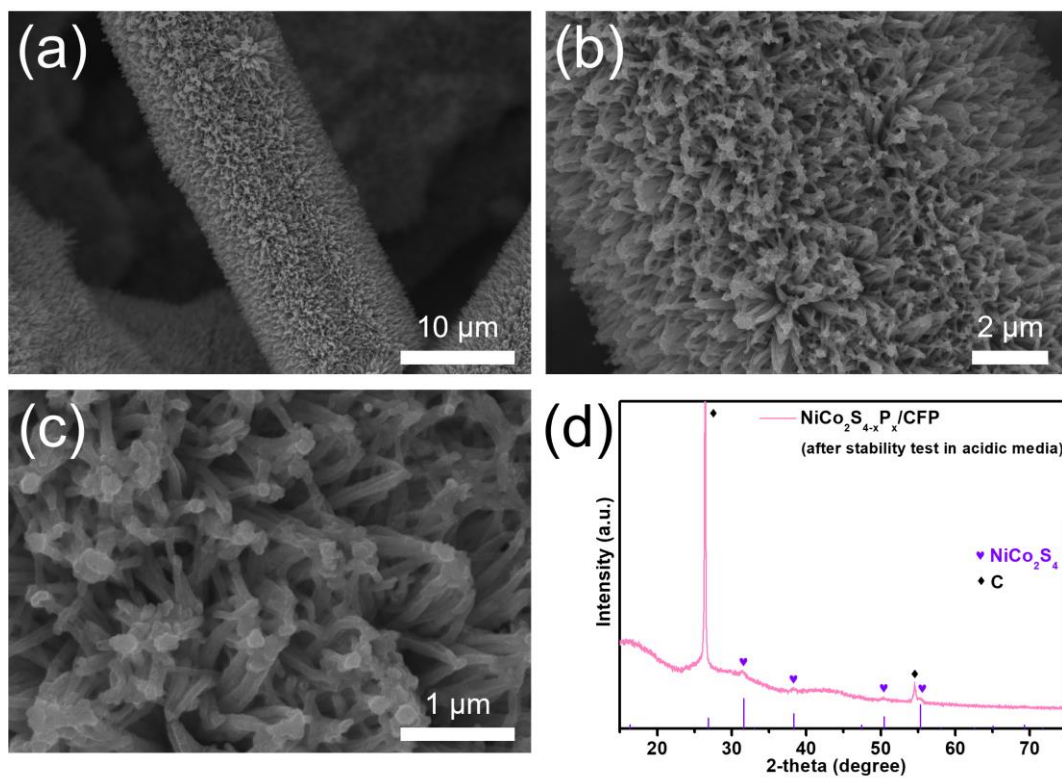
**Figure S15.** (a, b) XPS survey spectra of NiCo<sub>2</sub>S<sub>4</sub>/CFP (a) and NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP (b), respectively.



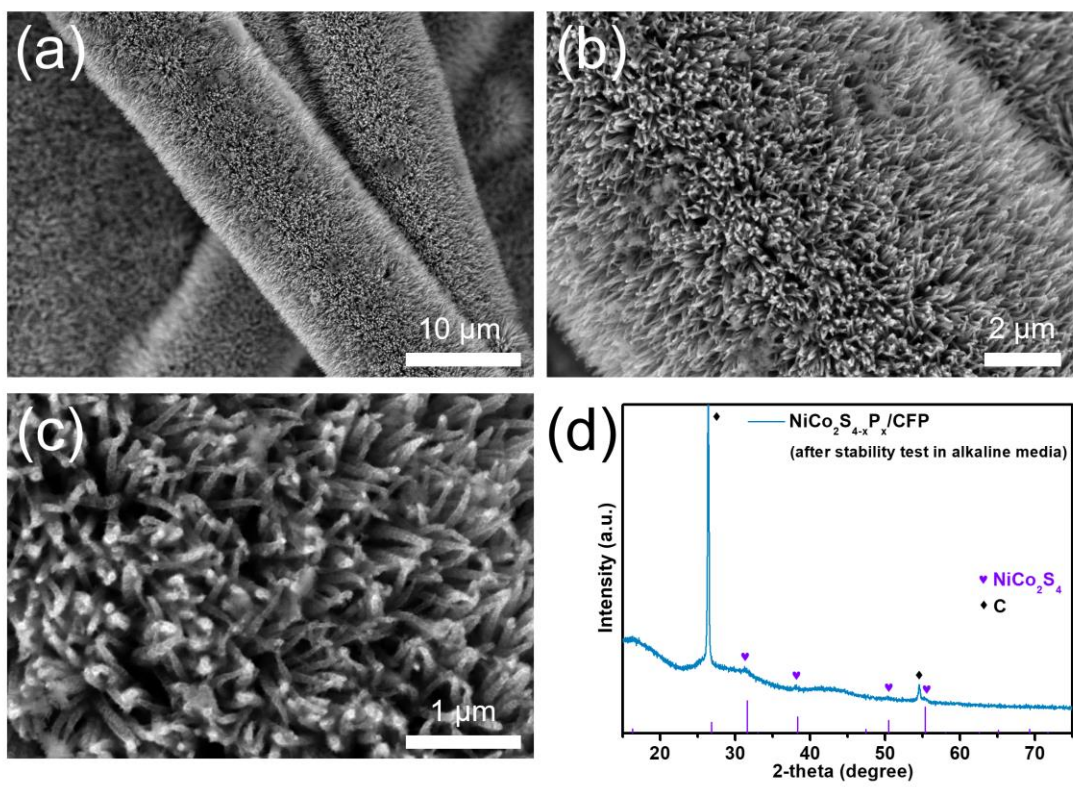
**Figure S16.** (a) IR-corrected LSV curves of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP, NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(l), NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(m) in 0.5 M H<sub>2</sub>SO<sub>4</sub>. (b) IR-corrected LSV curves of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP, NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(l), NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(m) in 1 M KOH.



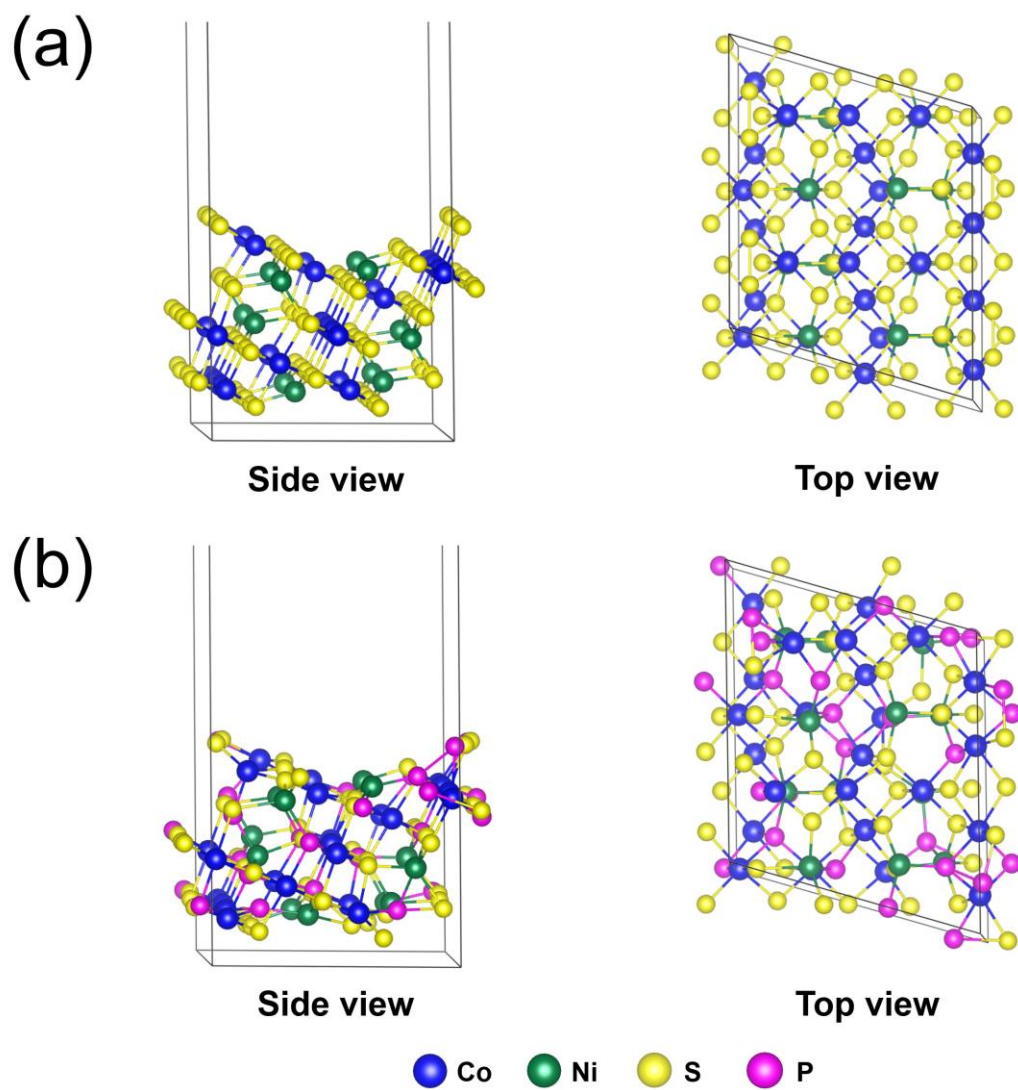
**Figure S17.** (a, b) CV curves of NiCo<sub>2</sub>S<sub>4</sub>/CFP (a) and NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP (b) at different scan rates in 0.5 M H<sub>2</sub>SO<sub>4</sub>. (c) Calculated C<sub>dl</sub> values of NiCo<sub>2</sub>S<sub>4</sub>/CFP and NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP based on CV curves of (a, b) in 0.5 M H<sub>2</sub>SO<sub>4</sub>.



**Figure S18.** (a–c) SEM images of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP after HER stability test of 20 hours in 0.5 M H<sub>2</sub>SO<sub>4</sub>. (d) XRD pattern of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP after HER stability test of 20 hours in 0.5 M H<sub>2</sub>SO<sub>4</sub>.



**Figure S19.** (a–c) SEM images of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP after HER stability test of 20 hours in 1 M KOH. (d) XRD pattern of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP after HER stability test of 20 hours in 1 M KOH.



**Figure S20.** (a) Side view and top view of NiCo<sub>2</sub>S<sub>4</sub> (311) surface. (b) Side view and top view of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub> (311) surface.

**Table S1.** XPS peak values of Co element from NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP and NiCo<sub>2</sub>S<sub>4</sub>/CFP.

Catalyst	Peak	Binding Energy (eV)	
<b>NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP</b>	Co <sup>2+</sup> 2p <sub>1/2</sub>	798.1	
	Co <sup>2+</sup> 2p <sub>3/2</sub>	781.8	
	Co <sup>3+</sup> 2p <sub>1/2</sub>	793.7	
	Co <sup>3+</sup> 2p <sub>1/2</sub>	778.6	
	Satellite peaks		803.6
			785.6
<b>NiCo<sub>2</sub>S<sub>4</sub>/CFP</b>	Co <sup>2+</sup> 2p <sub>1/2</sub>	798	
	Co <sup>2+</sup> 2p <sub>3/2</sub>	781.7	
	Co <sup>3+</sup> 2p <sub>1/2</sub>	793.9	
	Co <sup>3+</sup> 2p <sub>1/2</sub>	778.8	
	Satellite peaks		803.6
			785.5



**Table S2.** XPS peak values of Ni element from NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP and NiCo<sub>2</sub>S<sub>4</sub>/CFP.

Catalyst	Peak	Binding Energy (eV)
<b>NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP</b>	Ni <sup>2+</sup> 2p <sub>1/2</sub>	870.5
	Ni <sup>2+</sup> 2p <sub>3/2</sub>	853.1
	Ni <sup>3+</sup> 2p <sub>1/2</sub>	874.7
	Ni <sup>3+</sup> 2p <sub>3/2</sub>	856.8
	Satellite peaks	880.9
		861.3
<b>NiCo<sub>2</sub>S<sub>4</sub>/CFP</b>	Ni <sup>2+</sup> 2p <sub>1/2</sub>	870.6
	Ni <sup>2+</sup> 2p <sub>3/2</sub>	853.3
	Ni <sup>3+</sup> 2p <sub>1/2</sub>	875.2
	Ni <sup>3+</sup> 2p <sub>3/2</sub>	857
	Satellite peaks	880.9
		861.5

**Table S3.** XPS peak values of S element from NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP and NiCo<sub>2</sub>S<sub>4</sub>/CFP.

Catalyst	Peak	Binding Energy (eV)
NiCo <sub>2</sub> S <sub>4-x</sub> P <sub>x</sub> /CFP	S <sup>2-</sup> 2p <sub>1/2</sub>	162.5
	S <sup>2-</sup> 2p <sub>3/2</sub>	161.4
NiCo <sub>2</sub> S <sub>4</sub> /CFP	S <sup>2-</sup> 2p <sub>1/2</sub>	162.9
	S <sup>2-</sup> 2p <sub>3/2</sub>	161.7
	S-O	169.8

**Table S4.** XPS peak values of P element from NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP.

Catalyst	Peak	Binding Energy (eV)
NiCo <sub>2</sub> S <sub>4-x</sub> P <sub>x</sub> /CFP	P 2p <sub>1/2</sub>	130.8
	P 2p <sub>3/2</sub>	129.7
	P-O	134.4

**Table S5.** HER overpotentials of catalysts in our work at different cathodic current densities (10, 100, 170 mA cm<sup>-2</sup>) in 0.5 M H<sub>2</sub>SO<sub>4</sub>.

Catalyst	Overpotential (mV)		
	10 mA cm <sup>-2</sup>	100 mA cm <sup>-2</sup>	170 mA cm <sup>-2</sup>
<b>Pt</b>	41	\	\
<b>NiCo<sub>2</sub>S<sub>4</sub>/CFP</b>	132	224	251
<b>NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(l)</b>	88	172	212
<b>NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP-(m)</b>	81	172	217
<b>NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP</b>	80	168	202

**Table S6.** Comparison of the HER performances of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP with other reported sulfide-based electrocatalysts in 0.5 M H<sub>2</sub>SO<sub>4</sub> aqueous solution.

Catalyst	Overpotential (mV) at 10 mA cm <sup>-2</sup>	Tafel slope (mV dec <sup>-1</sup> )	Reference
NiCo <sub>2</sub> S <sub>4-x</sub> P <sub>x</sub> /CFP	80	78.43	Our work
P-NCS/rGO	70	69	5
(Ni <sub>0.33</sub> Co <sub>0.67</sub> )S <sub>2</sub> NWs/CC	81	60	6
P/CoS <sub>2</sub> -5	109	48	7
Ni-S-P NRs/NF	107	47.6	8
Ni-Co <sub>3</sub> S <sub>4</sub> -15	224	81.2	9
CoS <sub>x</sub> @MoS <sub>2</sub>	239	103	10
Co <sub>x</sub> S <sub>y</sub> /WS <sub>2</sub> /CC-3	120	89	11
NiS <sub>2</sub> @MoS <sub>2</sub> /CFP	95	65	12
Ni-MoS <sub>2</sub> @CC-2	112	87	13
10% Mo-SnS	377	100	14

**Table S7.** HER overpotentials of catalysts in our work at different cathodic current densities (10, 100, 170 mA cm<sup>-2</sup>) in 1 M KOH.

Catalyst	Overpotential (mV)		
	10 mA cm <sup>-2</sup>	100 mA cm <sup>-2</sup>	170 mA cm <sup>-2</sup>
Pt	100	\	\
NiCo <sub>2</sub> S <sub>4</sub> /CFP	165	331	399
NiCo <sub>2</sub> S <sub>4-x</sub> P <sub>x</sub> /CFP-(l)	138	238	281
NiCo <sub>2</sub> S <sub>4-x</sub> P <sub>x</sub> /CFP-(m)	138	245	291
NiCo <sub>2</sub> S <sub>4-x</sub> P <sub>x</sub> /CFP	132	228	267

**Table S8.** Comparison of the HER performances of NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub>/CFP with other reported sulfide-based electrocatalysts in 1 M KOH aqueous solution.

Catalyst	Overpotential (mV) at 10 mA cm <sup>-2</sup>	Tafel slope (mV dec <sup>-1</sup> )	Reference
NiCo <sub>2</sub> S <sub>4-x</sub> P <sub>x</sub> /CFP	132	84.36	Our work
NiCo <sub>2</sub> S <sub>4</sub> NW/NF	210	58.9	3
(Ni <sub>0.33</sub> Co <sub>0.67</sub> )S <sub>2</sub> NWs/CC	156	127	6
Ni-Co <sub>3</sub> S <sub>4</sub> -15	262	116.3	9
NiCo <sub>2</sub> S <sub>4</sub> @NiCo <sub>2</sub> S <sub>4</sub> /NF-2h	190	151.6	15
Fe, P-NiCo <sub>2</sub> S <sub>4</sub>	139	78.6	16
Fe doped-NiCo <sub>2</sub> S <sub>4</sub>	181	125	17
NiS/CoS/CC-3	102	114	18
NiCo <sub>2</sub> S <sub>4</sub> /Ni <sub>3</sub> S <sub>2</sub> /NF	119	105.2	19
P-Co <sub>3</sub> S <sub>4</sub> /CC	65	76.6	20
Ni:Co <sub>3</sub> S <sub>4</sub>	199	91	21

**Table S9.** The solution resistance ( $R_s$ ) and charge transfer resistance ( $R_{ct}$ ) values of  $\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}$  and  $\text{NiCo}_2\text{S}_4/\text{CFP}$  in 0.5 M  $\text{H}_2\text{SO}_4$  and 1 M KOH, respectively.

<b>Electrolyte</b>	<b>Catalyst</b>	<b><math>R_s</math> (<math>\Omega</math>)</b>	<b><math>R_{ct}</math> (<math>\Omega</math>)</b>
<b>0.5 M <math>\text{H}_2\text{SO}_4</math></b>	$\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}$	3.65	11.41
	$\text{NiCo}_2\text{S}_4/\text{CFP}$	3.97	100.00
<b>1 M KOH</b>	$\text{NiCo}_2\text{S}_{4-x}\text{P}_x/\text{CFP}$	3.61	29.36
	$\text{NiCo}_2\text{S}_4/\text{CFP}$	3.96	131.40

**Note:** The values in Table S9 are obtained from fitting equivalent circuit models in Figure 4g, h of the manuscript.

**Table S10.** Adsorption energies of hydrogen ( $\Delta E_{H^*}$ ) and H<sub>2</sub>O ( $\Delta E_{H_2O^*}$ ), Gibbs free energies of hydrogen adsorption ( $\Delta G_{H^*}$ ) on different sites of NiCo<sub>2</sub>S<sub>4</sub> (311) surface and NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub> (311) surface, respectively, based on DFT calculations.

Surface	Site	$\Delta E_{H^*}$ (eV)	$\Delta G_{H^*}$ (eV)	$\Delta E_{H_2O^*}$ (eV)
<b>NiCo<sub>2</sub>S<sub>4</sub></b> <b>(311)</b>	Co	0.254	0.514	-0.419
	Ni	0.468	0.728	-0.315
	S	0.445	0.705	\
<b>NiCo<sub>2</sub>S<sub>4-x</sub>P<sub>x</sub></b> <b>(311)</b>	Co	0.213	0.473	-0.438
	Ni	0.340	0.600	-0.389
	S	0.197	0.457	\
	P	-0.298	-0.038	\



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