

Philippe Hermes, born in 1978, is a German advocate and reserve military officer with a career spanning both legal and military fields, enriched by international expertise. He has established a reputation in maritime law, military legal consulting, and private security affairs. Currently, he serves as the director of TETHYS NAVAL, a Brussels-based advisory firm that provides expertise and excellence in maritime security, governance, and human rights to private and public stakeholders.

#### Legal Career:

Philippe Hermes is the founder and former managing partner of BHM PENLAW, a law firm with offices in Hamburg, Paris, Oxford, and Brussels. From 2013 to 2022, he provided high-level legal counsel, specializing in commercial law, arbitration, and legal advisory for the maritime, banking, and security procurement sectors. His legal career is grounded in a strong educational background, having passed his Second State Examination in Law in 2008 after completing his Judicial Assessor Examination at the Higher Regional Court of Hamburg.

Since 2013, Philippe has led arbitration proceedings under LMAA Rules and, in 2014, was appointed as an arbiter under GMAA Rules, with significant expertise in maritime finance, shipping, and arbitration. His legal expertise has also been recognized in Germany, where he consulted with the Ministry of Finance and Ministry of the Interior on security procurement and legal matters from 2016 to 2018. In 2022, Philippe was appointed to the NSPA Award Review and Debarment Board within NATO.

#### Military Career:

Philippe Hermes has a distinguished parallel career in both law and the military. Serving in the German Navy and later in the reserves, he currently holds the rank of Commander (OF-4). His military service began in 1998, and over the years, he has held various roles within NATO and EU military missions, focusing on legal and civil-military operations.

Notably, in 2023–2024, he served as the commanding officer of the liaison and observation team for EUFOR Operations in Bosnia and Herzegovina. In 2022, he was the head of enablement and procurement advisory for the German contingent in NATO's mission in Iraq, contributing to capacity-building efforts in the region.

His expertise in military law has also been demonstrated through several advisory roles. From 2020 to 2022, he was acting legal advisor to the National Military Representative of Germany at NATO SHAPE. From 2016 to 2019, he served as a legal advisor (res.) at the NATO Centre of Excellence for Operations in Confined and Shallow Waters, focusing on maritime security and legal frameworks.

Philippe is also a prolific writer, with several publications examining the intersection of maritime law and non-governmental security operations. His recent works include a 2024 analysis of jurisdictional gaps in international waters and a 2022 study on detention competencies at sea.

#### Contributions and Recognition:

Beyond his professional roles, Philippe Hermes is deeply engaged in human rights and maritime security. He holds advisory roles in organisations like Human Rights at Sea, and his insights on maritime security, particularly concerning human rights, have made him a key figure in

organisations such as the Danube Commission or the International Law Association. Until 2024, he chaired the executive board of the World Ocean Council.